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all **VOLUNTEER**

The Army's recruiting and retention professional magazine since 1919

FEBRUARY 1980



Brigadier General Hazel W. Johnson

ARMY NURSING

79 years of service

Commander's Notes



Year's end and the end of our first quarter of recruiting this fiscal year finds us up 17,700+ accessions over last year at this time. You can be justly proud of this achievement! We were short of our objective for the quarter by about 1,800 enlistments but the 94.7 percent rate of accomplishment is a healthy trend. In USAR recruiting we achieved our floor of 13,301 but we have much work to do to meet the FORSCOM/USAREC joint goals. Increased resources and support from the Total Army will augment our efforts in the coming weeks and months.

By Total Army Support, I refer specifically to the burgeoning "Total Army Support to Recruiting" program. Briefly, this program gets the rest of the Army mobilized to support the recruiting effort. Link-ups are being established between RRC/DRC and major installations, CONUS Divisions, and other Army elements. The program will involve fully all three components - Active, National Guard and USAR. Upcoming editions of all VOLUNTEER will carry further details of program development and stories about cooperative recruiting efforts.

This month, all VOLUNTEER salutes our Army Nurse Corps on its 79th Anniversary. We are proud to pledge USAREC's continuing efforts to fill the ranks of the Army Nurse Corps with the capable and devoted people exemplified by those who have served and are serving in this dynamic century.

We must carefully turn our recruiting efforts toward more high school seniors and graduates and toward the Mental Category I-IIIA youth. I have revised the objective assignment process - The Rule of 50 - to do just that! Bear in mind that we have to recruit each year about 80,000 high school graduate males and 20,000 high school graduate females. You have my total support - I count on yours! MAKE IT HAPPEN!

A handwritten signature in dark ink, appearing to read "M. R. Thurman". The signature is stylized with a large, looped initial "M" and a trailing flourish.

M. R. THURMAN
Major General, USA
Commanding

MG Maxwell R. Thurman
CG, US Army Recruiting Command

LTC James D. Strachan
Chief, Public Affairs, USAREC

Wm. H. Finnegan
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Elaine Henrion SGT Claudia Beach
Assistant Editor Art Editor

Public Affairs Staff

Jack Muhlenbeck Editorial Advisor
MSG Wolfgang Contributing Editor
Scherp
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| | |
|------------------|---------------|
| CPT Richard Lane | Northeast RRC |
| SSG Ike Sutliff | Southeast RRC |
| Joyce Lynch | Southwest RRC |
| SFC Pat Currans | Midwest RRC |
| SFC Don Norton | Western RRC |

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DEADLINE — Photos and articles due first each month two months prior to publication.

Phone:
C: 312-926-3918
A: 459-3918

Published monthly by the Office, Chief, Public Affairs, U.S. Army Recruiting Command as a medium for the active exchange of ideas between persons involved in recruitment and retention for the United States Army. Use of funds for printing this authorized unofficial publication has been approved by Headquarters, Department of the Army, 21 Feb. 79. Controlled circulation postage paid at Milwaukee, Wisc. 53202. Views and opinions are not necessarily those of the Department of the Army. Items of interest should be mailed to:

Commander
U.S. Army Recruiting Command
ATTN: USARCCS-PA (VOLUNTEER)
Fort Sheridan, ILL 60037

all VOLUNTEER (USPS 305-870)

FLARE

all **VOLUNTEER**

Vol. 33
No. 2

The Army's recruiting and retention professional magazine since 1919 February 1980

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This month's cover features the Chief of the Army Nurse Corps, Brigadier General Hazel W. Johnson. She is also the first black woman general in the Army. The Nurse Corps is celebrating its 79th year of service this month and our theme this issue is Nurse Recruiting. The photo is an official DA photograph. The back cover was submitted by PAO, 2d Armored Division, Ft. Hood, TX, and features the TOW missile crewman, MOS 11H.



New ANC chief pledges energies to Corps

Office of the Surgeon General
Washington, DC

Brigadier General Hazel W. Johnson became the first black female general officer in the history of the United States Army in recent Pentagon ceremonies. Following the promotion of her current rank by Lieutenant General Charles C. Pixley, The Surgeon General, the new general was sworn in as the 16th Chief of the Army Nurse Corps.

General Pixley, in his remarks, cited the new chief for her pioneering efforts in the research and development of field sanitation equipment for use by mobile field units, as well as acknowledging her as a truly outstanding officer, whose versatile, professional talents are matched equally by her genius for administration and operations.

Dreaming of becoming a nurse since age 12, the new Chief of the Army Nurse Corps was described by The Surgeon General as a "courageous American" as defined by the late poet, Carl Sandberg, "one of the rare minority who, even when the majority gets frustrated, still keeps her dream." "This achievement was not a straight road from her native Malvern, PA, but was a road beset with obstacles and difficulties that could only be overcome by extraordinary dedication, enduring vitality and great moral courage," Pixley said.

"As the sixteenth Chief of the Army Nurse Corps, the fourth chief to hold

the rank of Brigadier General and the first black woman general in the United States Army, I hold my own and the Corps' future reputation in my hands and pray that I will be given the wisdom, foresight, knowledge and an understanding heart as we accomplish the tasks before us," General Johnson remarked. "With deep humility, professional pride and a sense of this moment in history, I accept the challenges and responsibilities inherent in the position and role of Chief of the Army Nurse Corps."

The general acknowledged to a capacity crowd that each member of the health care organization — officer, enlisted and civilian — continues to be essential to the team effort. I will support and defend this team concept and by example emphasize the collaboration, cooperation and open communication necessary to gain excellence, she said.

Outlining her objectives for the future, the new chief stressed her desire to continue the Army Nurse Corps toward the goal of significant achievements in service:

- To promote, support and contribute to the highest possible nursing standards, with emphasis on the nurses' role in field units while adding to the distinguished heritage of the Corps.
- To continue to support fully the recruitment efforts for professional nurses for both active

and Reserve components of the Army Nurse Corps.

- To promote an environment for creativity in practice at all levels of clinical and nursing administration and to promote nursing research and the implementation of research findings.

Johnson praised her predecessor, Brigadier General Madelyn Parks, who retired the end of August, as having established an atmosphere of innovation and creative progress, accomplishing far more than perhaps even General Parks realized.

To the former Chief Nurse, her predecessors and to all active and retired members of the Army Nurse Corps, the general pledged her energies to the promotion of an Army Nurse Corps whose membership in the Army Medical Department will be one of service, dedication and constant improvement.

Prior to assuming her present position as Chief of the Army Nurse Corps, General Johnson held positions as Assistant for Nursing, Office of The Surgeon, and Chief, Department of Nursing, US Army Hospital, Seoul, Korea; Director, Walter Reed Army Institute of Nursing; Staff, US Army Medical Research and Development Command.

Other assignments include supervisory, instructional and staff nursing positions at Valley Forge General Hospital, PA; 45th Surgical Hospital, Fort Sam Houston, TX; Walter



Reed Army Medical Center, Washington, DC; Letterman Army Medical Center, CA; and Madigan Army Medical Center, Tacoma, WA. In addition to her Korean assignment, the new chief served as an obstetrical nurse with 8169 Hospital, Camp Zama, Japan.

Raised on the family farm in Malvern, PA, and following high school, Johnson received her nursing diploma

from Harlem Hospital, New York City; a Bachelor of Science in Nursing from Villanova University, Villanova, PA; a Masters of Nursing Education from Teachers College, Columbia University, New York; and a PhD in Administration from Catholic University, Washington, DC.

General Johnson has been awarded the Legion of Merit, Meritorious Service Medal, and the Army Com-

mendation Medal with Oak Leaf Cluster. She received the Evangeline G. Bovard, Army Nurse of the year award in 1964, while at Letterman Army Medical Center, in 1971, was recognized for her achievements in nursing by the Daughters of the American Revolution as recipient of the Army Nurse of the Year, Dr. Anita Newcomb McGee award.



Army Nurses Past Present Future

by COL Patricia Silvestre
USAREC, Recruiting Operations

The Army Nurse Corps is the oldest military Nurse Corps in the world and the first women's component of the US Armed Forces. The Corps was established by an Act of Congress on February 2, 1901, as a result of the devoted efforts of civilian nurses employed by the Army to care for the sick and wounded during the Spanish-American War.

An all-officer Corps, its mission is to provide the nursing services essential to the accomplishment of the mission of the Army Medical Department, during periods of peace and in war. Army nursing as an integral part of the profession of nursing adheres to the aims, goal, and standards of the profession.

In 1939, when World War II began in Europe, the Corps strength totaled 625 officers. By early 1945, 57,000 nurses were on duty in 1,000 Army hospitals and medical installations

across the face of the earth. They met these challenges with indomitable courage and calm efficiency — 16 lost their lives as a result of enemy action and 66 were interned as prisoners by the Japanese in the Philippine Islands. Approximately 1,400 were decorated for bravery under fire and meritorious service.

Fifty-seven Army nurses were in the first increments of medical personnel sent in support of combat operations at the outbreak of hostilities in Korea. Army nurses participated in the war against injury and disease up, down, and across that strife-torn peninsula. Their efforts contributed to the fact that only 2.4 percent of the American wounded in the Korean War died of battle injuries — the lowest percentage in military history.

Army nurses were essential members of the health care team throughout the entire period of conflict in Viet-Nam. From Quang-Tri to Saigon,

nurses cared for the sick and wounded. First Lieutenant Sharon Lane was killed by enemy action while on duty with her patients. The Lane Recovery Room at Fitzsimons Army Medical Center stands as a memorial to this young officer.

Today's Army Nurse Corps is composed of officers in grades from Second Lieutenant to Brigadier General. There are 3,905 (1,035 males) active duty officers and 2,731 filling paid unit spaces in USAR units. These nurses serve in medical treatment facilities world-wide. They provide direct patient care in both acute care, inpatient, and ambulatory care settings. Many teach or are assigned to research and consultants positions.

Today's soldier and his/her dependents is entitled to and expects, a high quality of nursing care tailored to the needs of the individual.

The skill, competency, dedication to concerned care of the Army Nurse means that the soldier will receive the care he so richly deserves.

The Army Nurse is a special breed of nurse. He or she shares in the pride that comes from a career of service to the nation and to patients. This dual commitment to the responsibilities and duties of a commissioned officer and professional health care providers has produced a Nurse Corps that strives for excellence.

Responding with little notice to

support a medical assistance mission in an earthquake devastated area, acquiring new clinical skills in formal educational programs, practicing in developing specialty areas such as midwifery and attending senior military schools like Command and General Staff College are all aspects of Army nursing.

There are an estimated 449 employed RNs per 100,000 population in the US. Less than 20 percent of the working RN population in the US meets the Army Nurse Corps educational criterion of a BSN or higher degree for appointment and call to active duty. In addition to being educationally qualified, a prospective Army Nurse must meet medical fitness, age, security, citizenship, and leadership standards and be well recommended by his/her professional supervisors. The Army can and does insist that only top quality nurses be recruited for the Army Nurse Corps. We are not willing to compromise quality with quantity where the health of the Army is concerned.

Recruiting qualified applicants for the Army Nurse Corps is one of the missions of USAREC. Each fiscal year, USAREC receives a mission to recruit a specific number of professional nurses for appointment and call to active duty as commissioned officers in the ANC. After a market analysis that includes geographic distribution of the RN population and propensity to enlist, each RRC Commander receives his slice of the mission objective.

His nurse recruiting team, composed of ANC officers and NCO nurse recruiters, is the key to mission accomplishment. This team of dedicated and highly skilled men and women has recently been given the additional responsibility of recruiting qualified nurses for USAR medical units. The requirements to recruit qualified nurses for the USAR supports the one Army concept and the ability of the reserve medical units to accomplish their mission.

Nurse recruiting is a specialized and highly competitive field. The Army is seeking to recruit the same professional as the Navy, Air Force, VA, and Public Health Service.

In addition, competition comes from civilian health care and educational institutions, chronically short of personnel. The rising expectations of patients, concept of health care as a right, rather than a privilege and the ever increasing level of complexity inherent in today's diagnosis and treatment methods, have increased the demand for well prepared and skilled nurses.

Take a moment to follow the possible sequence of events from the time a nurse decides to investigate what Army nursing is all about until he/she reports in to his/her first duty station and becomes part of the Army's health care team. This is how it might happen.

Mary Jones is working as a staff nurse on a surgical unit at a university medical center. She has been in nursing for three years, and while she likes her job, would like the chance to work on an intensive care unit. While browsing through a nursing journal during her lunch break, she spots an Army Nurse Corps life style ad and decides to find out more about the Army.

Two weeks after Ms. Jones has mailed her request for information, she receives a packet of literature about Army nursing and a phone call. Her caller is Sergeant First Class Smith, the nurse recruiter for her area. He arranges an appointment with Ms. Jones, interviews her to determine if she is eligible to apply for a commission, answers her questions, and tells her about the Army.

Sergeant First Class Smith does not paint a fantasy picture. He tells it like it is. The next step is to arrange for Mary Jones to tour an Army hospital post and give her the opportunity to see and talk with Army nurses in their work environment. Ms. Jones is then interviewed by Captain Susan Jack-

son, the ANC Counselor for her area. Captain Jackson determines that Mary Jones has the professional and personal characteristics, and the motivation to be an asset to the ANC. She discusses the Army nurse to nurse and after discovering that Ms. Jones' professional goal is intensive care nursing, outlines the training the Army offers in this area and how officers are selected for this training.

Another of our applicant's goals is to live and work on the West Coast. As a part of her application, she will ask to be assigned to one of several Army hospitals in the geographical area of her preference and also indicate what initial area she would prefer to be assigned to.

Mary Jones is now convinced she wants to try Army nursing for at least a few years. She is ready to submit an application for appointment. Now comes the "dozens of forms, in triplicate," which have to be filled out, the physical at AFEES, the verification of her education and RN license, and references from her nursing supervisors. When her application is finally completed, our applicant feels as if she has known her ANC Counselor and nurse recruiter for years, rather than weeks.

Next step is to submit the application to the RRC's ANC Coordinator where it is reviewed and transmitted to USAREC. From there, the application goes to the AMEDDPERSA Selection Board.

Mary Jones is a highly qualified and competent nurse and she is selected for appointment and active duty in the ANC. The good news is even sweetened by her assignment to the Army Hospital at Fort Ord, California.

Three months after Ms. Jones filled out a post card requesting information about the Army Nurse Corps, she is commissioned a First Lieutenant and leaves for Fort Sam Houston, TX, where she will start her Army career with the AMEDD Officer Basic Orientation Course. A challenging future awaits her.



Military **vs.** civilian nursing and the winner is...

PAO, HQ 6th Army
Presidio of San Francisco

"I felt stifled in civilian nursing - I didn't feel I was given an opportunity to progress professionally," declared First Lieutenant Larry E. Everson in support of his decision to join the Regular Army Nurse Corps last November. "Military nursing," he continued, "let's you expand your role as a nurse instead of holding you back; you are given the chance to accept more responsibilities."

"And the challenges are there to do what you can to make your nursing career more exciting. On top of all that, the chance for movement to other assignments also exists."

This sincere and heartfelt commitment to his new role as a military nurse is not the testimony of extreme youth or of a man just awakening to either the military or the working world.

Lt. Everson, during 1966-69, served with the 502nd Infantry of the 101st Airborne Division and was stationed at 13 different posts including 11 months in Germany and six months in Vietnam. For the latter service he was awarded the Combat Infantryman's Badge, the Parachutist's Badge and

the Purple Heart.

"I went back to school when I got out," he recalled, "taking advantage of the G.I. Bill. Even though I figure it cost between \$12,000 to \$13,000 to put me through school, I still had no idea I'd come back into the service. I was attending Eastern Washington State University, and some of my instructors got me interested in the Reserves. Joining the 385th Combat Support Hospital at Spokane, I found that teaching with the corpsmen was a good experience and that there was lots of esprit. That got me started looking seriously into what the Regular Army had to offer."

What Lt. Everson found made him decide on a "quick hop" into the RA. "Military nursing is definitely geared to, in fact provides strong encouragement for continuing education with numerous seminars, forums and programs. There is also schooling for specialties that give you full pay while you are learning, and this is very important since that means that family functions can go on without undue hardships such as having your wife in the breadwinner role while perhaps very small children are placed with babysitters.

"Then there is the mobility - you can

move around in your profession, change duty jobs - and still maintain your seniority. Where else could you do that? And the salary is better in the service too, with all the added benefits of housing and utilities, insurances and medical benefits."

So, after three years of civilian nursing (Lt. Everson received his nursing degree from Eastern Washington State University in 1975) he aligned his life with military nursing. After the four-month Operating Room course at Madigan Army Medical Center, he was assigned to Letterman where he is a staff nurse in the Operating Room.

Lt. Everson and his wife, Helen, who is also a registered nurse, met while "we were both attending classes and working too. We found we were and still are, striving together for the same goals." They are the parents of a 19-month-old son, Peter, and expect their second child in July.

Professionally, Lt. Everson plans to pursue his studies for a Master's degree in nursing administration. "I feel my best opportunity to accomplish that is in the military. The Army Nurse Corps has shown me and continues to show me that quality patient care is first and foremost always."



Nurse recruiting . . . a 'different' business

by John N. Florence
Phoenix DRC

Nurses are special and so is nurse recruiting.

"It's a whole different ball game," says Western Region nurse recruiter SFC Dennis Bottomley. "The paperwork is different, the selection process is different, everything is different.

"You're dealing strictly with professional people," he continues. The Active duty applicants are all four-year college graduates; they're more refined, a more sophisticated market than the 17-year-olds you run into in normal recruiting."

Bottomley, who recently was awarded his third Meritorious Service Medal and third diamond sapphire on the same day, is a long-time recruiting veteran, having battled mission requirements and L.A. smog for 12 years before coming to the Phoenix DRC a year ago.

Of his jobs as recruiter, station commander, and guidance counselor, Bottomley says he likes nurse recruiting the best.

"What can I say" he asks, chuckling. "I just like nurses, that's all."

And, apparently, nurses like him. He rarely dips below 200 percent recruiting at any given time and easily meets his own definitions of a nurse recruiter.

"A nurse recruiter has to be self-motivated, honest, and organized," the North Carolina native explains.

Sitting in his immaculately neat office, he taps the side of his head and adds, "And this is the rest of it. You've just got to use your head."

"You've got to keep in mind that you're dealing with people who are going to be lieutenants, captains, and majors. Enlist someone today and three or four years later, they could be your boss. It happens."

Although the 32-year-old father of

two sometimes jokes about having to work with a largely female market, nurse recruiting is not all cake and ice cream.

"Nurses work weird hours. That means you work weird hours," he warns.

"People see me leaving the DRC at three o'clock in the afternoon and think I've got an easy life. I'm leaving early because I've got an appointment that will probably run past supper time."

"And on the road," he says referring to his 135,000 square mile recruiting territory, "I'll be working until 9 or 10 every night."

Things aren't easy even when he's in Phoenix. Nurses work rotating shifts so prospecting by phone is tricky, Bottomley says. The problem is to figure out when the nurse is home, but not sleeping.

Rolling back in his chair, laughing and waving his finger in mock caution, he adds, "The worst thing in the world is to call and wake a nurse up. Do that and you might as well hang up."

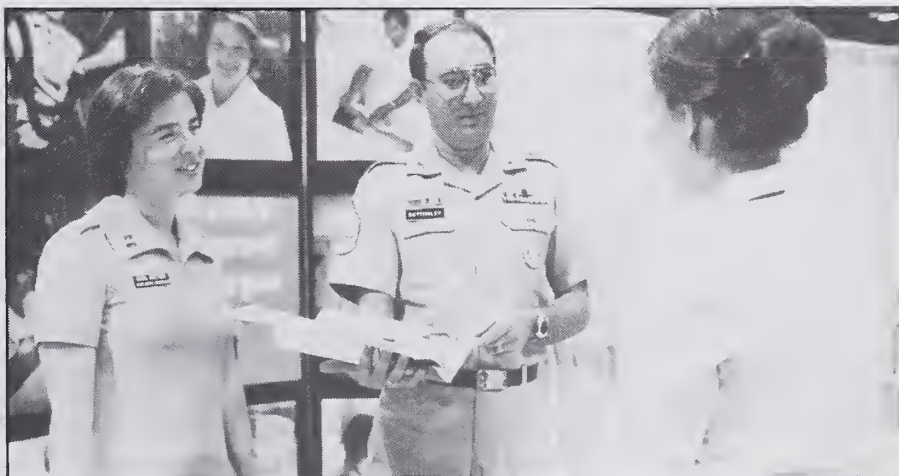
On the serious side, Bottomley says he is convinced the utilization of nurse practitioners has been an asset to military patients.

Nurse practitioners, Bottomley explains, are RNs with additional preparation beyond their basic nursing education program. They are frequently employed in outpatient settings where they provide patients with a wide range of services to include assessment of health problems and health education. They are not mini-doctors, but rather, professional nurses whose traditional functions have been expanded.

Bottomley says an obstacle to recruiting more nurse practitioners for the Army is the inability to be able to guarantee that the nurse will be utilized solely in his/her specialty area. Just as we can't guarantee a tanker he will never work in areas not related to his MOS, we don't promise a nurse a specific job.

"I've got two nurses in Tucson who would join in a minute if we could guarantee them nurse practitioner status. But I can't promise them that. I can only tell them they have the same chance as any other qualified practitioner for an available slot."

Bottomley's future, however, is pretty well set. After retiring in two years, he'll be (sort of) starting a second career — recruiting nurses for a Phoenix area hospital.



SFC Dennis Bottomley and Army nurse counselor CPT Carol Boetger at a Phoenix nursing convention discussing nursing options with a possible applicant.

Emergency Care In

by Robert J. Lessels Jr.
Syracuse DRC

"When I was stationed at Fort Carson, CO, a neighbor came running into my home, holding her baby. Both were covered with blood. The mother was screaming and the baby was in shock. It had lost a finger. As I stood there looking at them, I realized I DIDN'T KNOW WHAT TO DO!"

At that moment, Army Sergeant First Class Richard Jensen said, "I vowed to myself that never again would I be caught unprepared."

Since that day in 1975, Sergeant Jensen has completed American Red Cross classes in standard and advanced first aid and in cardiopulmonary resuscitation. With this as a working base, he then completed Colorado state courses in emergency medical technology and became a qualified paramedic both in Colorado and at national level.

Not satisfied with simply learning first aid for his own use, Jensen also completed instructor's classes through the Red Cross and is now qualified to teach both first aid and CPR.

"Since I was assigned to a signals communications unit at Ft. Carson and we worked with high-voltage electrical equipment, I felt it would help the men and women I worked with if they were familiar with basic lifesaving techniques," Jensen said. "Most of the time these people were working 20 or more miles away from any qualified medical facility and any lifesaving aid they would get would have to come from their fellow workers."

Once he had trained his unit, he made his services available to the local Red Cross.

"First aid and CPR are popular courses in Colorado," he said. "There is so much open land and the distances are so great to reach a medical facility that people out there are more aware of the need to know something about lifesaving. With the severe winters and heavy snowfalls in the Rocky



One of the students in SFC Richard Jensen's cardiopulmonary resuscitation class applies mouth-to-mouth breathing to a mannequin of an infant. Both adult-size and infant-size demonstration aids are used in the class.

Mountains, cold is public enemy No. 1. Almost everyone who goes outdoors out there must know something about protecting themselves from hypothermia and how to care for someone affected by it," he said.

"I've never been called upon to use any of the skills I've learned," Jensen said, "but I know that many of my students have used what I've taught them."

Early in 1978, Jensen applied for assignment as a recruiter. He was accepted, trained at Ft. Benjamin Harrison, IN., and was subsequently assigned to Syracuse District Recruiting Command as commander of the recruiting station in Ponderosa Plaza, Liverpool.

"I brought with me my training in first aid and CPR," Jensen said. "I made my services available to the Syracuse Chapter of American Red Cross and they accepted."

"I've been teaching advanced first aid and CPR at Charles W. Baker High

School, Baldwinsville, since then," Jensen said. "About 100 or so students have completed both classes."

Jensen's next goal is to train the other recruiters in the Syracuse DRC in first aid.

"With the amount of time they spend on the road and the increased chance they will be the first to come upon the scene of an accident, I think it's just good sense that they be qualified to render emergency medical treatment."

"You'd be surprised just how little most people know about first aid," he said, "even doctors and nurses have taken my class."

"Without equipment, many doctors and nurses would be hard up to render emergency medical treatment. For many nurses especially, when they're in the hospital and a patient has a heart attack, all they're allowed to do is hit the call button for an emergency CPR team. If someone were to drop down in front of them on the street,

structor Recruits

many nurses and doctors might not know exactly what to do."

For this reason, Jensen said, a number of his students have been medical professionals, seeking to prepare themselves for the eventuality that they will, some day, be called upon to render emergency care with nothing more than their brains and bare hands. If they're qualified in first aid and CPR, they can do it!" Jensen said.

"For that matter, anyone can do it, once they've had the training. I've had a variety of persons complete the first aid and CPR classes I've taught — truck drivers, homemakers, bankers, just about anyone who comes in contact with people each day. Heart attacks can and do happen anywhere, anytime. The guy next to you in the office, a husband or wife, a fellow motorist, anyone can find themselves faced with a lifesaving situation.

"The amount of time needed to become capable of rendering emergency care is so short — 30 hours for the standard first aid course and 15 hours for the CPR class — that it's no real excuse to say, 'I can't find the time.' Considering that human life is at stake, I'd almost say, 'I've got to MAKE time!'"

Jensen added that once a person has qualified in basic first aid, standard first aid and CPR, they may want to make time for the advanced course through the Red Cross. They may even pursue their training through the State Department of Transportation which conducts classes in becoming an emergency medical technician and paramedic.

"It would be well spent. Time away from television and other leisure activities, to be sure, but time which could someday mean the difference between life and death for a friend or loved one — or even yourself," the recruiter said.

Once he has finished his 20 years with the Army and retires, the sergeant hopes to enter a nursing school

and become a registered nurse.

My eventual goal is to become an emergency room nurse, he said. "The training I've completed so far has sparked my interest in medicine and emergency room operations. I know I can be good at it."

In the meanwhile, he is continuing his training, keeping himself current in the latest advances in emergency medical treatment and passing along

what he has learned to his students in the Red Cross classes he teaches.

"The chances are excellent that every one of my students will, sometime during his life, be called upon to save a life. With the training they're receiving, they'll be able to do it! As I said before, time doesn't stop, life does. If they're qualified in emergency medical care, they can beat the clock!"



SFC Richard Jensen uses his hands to demonstrate to a student the proper method of clearing a blocked windpipe prior to starting closed-chest heart massage and mouth-to-mouth resuscitation.



Using little more than thumbs, PV2 Calvin Moore stands ready for the command of "Fire!"



PV2 Moore (right) appears to have gained a halo during a night live-fire mortar exercise at Fort Campbell. He and fellow gunner supported "Cobra" gunnery with illumination.

Cobra

by CPT Lee R. Jenkins
101st Airborne Division

With a moonless night, the deadly drone of "Cobras" could be heard long before they were seen.

"I think it's the waiting that takes the most patience. Just sitting in the darkness . . . waiting for the Fire Direction Center to call a mission," says Platoon Sergeant Lee A. Wright, 101st Airborne Division (Air Assault).

After a few minutes, the "Screaming Eagles" got the command they had been waiting for. "Hang it" . . . a few seconds later . . . "Fire when ready."

After the ear shattering blast, the target area was illuminated, and the attacking "Cobras" immediately took advantage, their Gatling guns firing live ammo at the target.

Fog was so dense only the "Snakes" outline could be seen when their 20mm cannons chattered.

After the light faded, the shooting stopped — for awhile — until the next mission. The infantrymen lay back in the damp grass; it had been a long two nights and not much sleep.

The infantrymen taking part in this live mortar exercise were from Combat Support Company and Company B, 1st Battalion, 502nd Infantry. They were supporting Company B, 229th Attack Helicopter Battalion in a crew qualification mission by illuminating the targets for the "Cobras".

Lighting the skies for deadly "Cobras" takes teamwork. Call them the "eyes", the "brain" and the "fist" if you will.

The "eyes" — forward observers for

Lights

anyone not liking metaphors — find and identify the targets. They see for the fire direction center, the “brain”, by radioing location info.

The FDC, with the help of “ol’ reliable” M-16 Plotting Boards, transforms the target location into elevation (correct height angle) and deflection (left to right direction) settings for the mortar tubes.

The “fist” then gets into the act. Gunners aim the tubes with the FDC’s settings and are “up” or ready to fire.

“Hang it” can be a tense time for the novice mortarman, because he’s holding the nine-pound explosive

round inside the end of the mortar with less than two square inches of thumb flesh.

The flesh flies quickly down the tubes and out of the way with the command, “Fire!” Some 15 seconds later a piercing light hanging from a small parachute cuts the darkness.

With the target exposed by the temporary sunlight, the Cobra unleashes its lethal steel.

Perhaps Wright says it best, “This was an exercise the soldiers could really get enthusiastic about. The real thing . . . a taste of what it would really be like out there.”



SP4 Charles Camp “hangs it,” “fires it,” and lights the sky with illumination rounds from an 81 mm mortar.



SGT Gary Maynard and SP4 Cowan Hall compute location info radioed by forward observers into elevation and deflection settings for mortar sights.



PFC Michael Brown and SP4 Charles Camp add fingers to earplugs for protection against the 81 mm mortar blast.

This article is the first of a series focusing on "Charlie Joe's" experiences from the reception station to AIT. Recruiters can show the series to prospects wishing to get a preview of Basic Training.

FIRST IMPRESSIONS: Sojourn at the Reception Station

by SP4 Anthony Del Valle
reprinted from "Inside the Turret"
Ft. Knox, KY

Some people on the bus seem confident, perhaps too much so. A few were fighting hard to tell the best joke.

But the majority of those aboard the shuttle to the Ft. Knox Reception Station were quiet and painfully reserved. Many of the young men had only hours ago sworn allegiance to the Army, and they were now on their way to learn just what their oath would mean.

Charley-Joe, one of the men on that bus, was one of the quiet ones. He knew basic would be the tough part, and he kept repeating his little pep talk to himself.

But as the bus drew closer to its destination, Charley-Joe's confidence grew more elusive.

By the time he finally saw the huge board proclaiming "Welcome to the US Army," he was disgusted with himself for not having bought a round trip ticket.

It was Monday night. While his friend, Jodie, was back on the block cruising in his van, Charley-Joe was struggling up the steps of Building 7030 with his luggage. It would be a long three years, he thought.

Charley-Joe, along with about 40 others, was ushered into a small auditorium. There, the group was welcomed by a processing NCO, Sergeant First Class Victorio D. Burton.

He was friendly and conversational,

not at all what Charley-Joe had expected.

After some small talk, Burton gave the group its initial briefing and answered an avalanche of questions.

Yes, they would be getting an advance in pay. No, they were not allowed to cross Wilson Road and 7th Avenue. And yes, they would all be getting haircuts the very next day.

There were a lot of "Is it true that . . ." questions that Burton managed to survive, and after about 30 minutes of formal talk, Burton changed the tone of his voice for a little "one-on-one" advice.

"Let me tell you something about your drill sergeant," he said. "You may spend a lot of time saying things about him under your breath, but you will never forget this man.

"He will push you till you can't go anymore. He will make sure you give him 105 percent in everything you do here. I know what I'm talking about, because I am a drill sergeant."

Burton talked a moment about going absent without leave.

"If you have a problem," he said, "we can get you leave, if necessary. But for you to just take off on your own would, in my opinion be foolish. The penalties for going AWOL can be stiff, and it usually doesn't solve anything anyway. If you need any kind of help, see your drill sergeant. He's here to help you."

Charley-Joe then had to fill out several forms. The guy sitting next to him warned him that half his time

in the Army would be spent filling out forms and standing in lines.

"I know," the guy said. "My brother was in the Army."

After the paperwork was complete, they were led to their barracks.

Charley-Joe had started to relax a bit during the lecture, but now he was tense again. He didn't like the idea of sleeping in a room with 20 other guys. There would be no privacy, no place to be alone.

He wasn't too thrilled about the community showers, either. He would never tell anybody, but he just didn't feel easy about undressing and showering with other people around.

He started to feel a panic rise in him, and he fought himself to remain calm. There'd be no sense getting upset, he thought. "I'm here, and it's only temporary," he said to himself. "And I've got to make the best of it."

Charley-Joe didn't sleep too well that night. He kept trying to picture what his drill sergeant would be like. And he tried telling himself that half the stories he had heard probably weren't true.

"Hey, I heard that if you don't call them by their proper rank, they give you an Article 15!" one guy said.

"What's an Article 15?"

"Oh, that's where they throw you in jail for a week, and they sue you for about \$300, and you're not allowed to work for a couple of years."

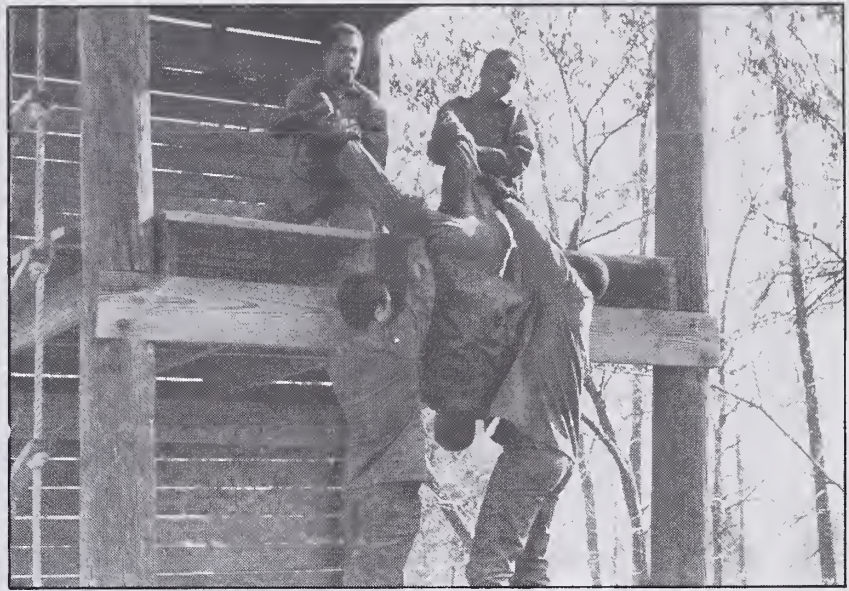
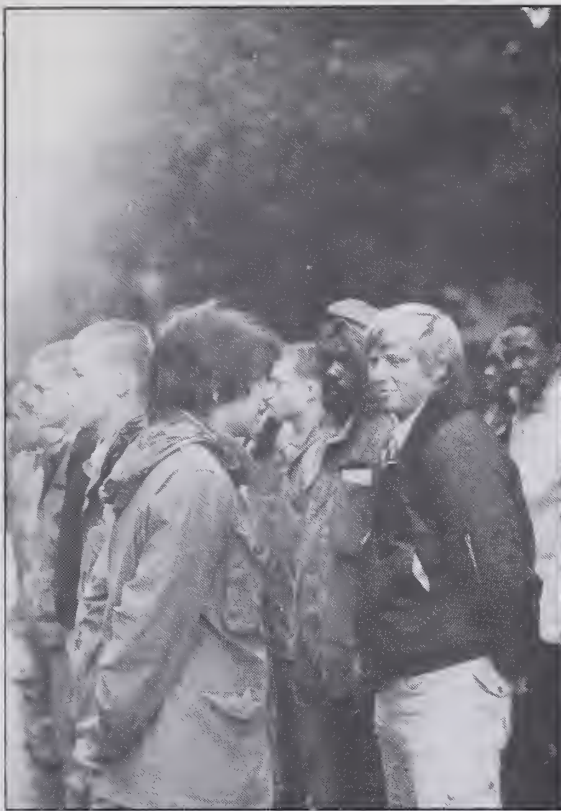
"How can that be true. They haven't even taught us yet which rank is what."

"I know it's true. I have a brother in the Army."

Within the next three days, Charley-Joe found that much of the advice he had heard in the barracks wasn't 100 percent accurate.

The troops were awakened at 4:30 a.m. and were given an hour to get shaved, showered and dressed. They lined up outside the barracks and met their Reception Station drill sergeant.

Staff Sergeant Lloyd Tolliver introduced himself. He laid down a few rules and gave the men a brief outline



At left, the basic training recruit learns quickly how to do an about-face, although it sometimes takes a little practicing. Above, he also learns to place total reliance on his buddies to help him overcome another obstacle on the confidence course.

of their day's schedule.

One thing that the guys in the barracks were right about was the waiting in lines. The entire day was spent that way.

After a half-hour wait in a position the sergeant called "parade rest," the troops had a quick breakfast and then stood in another line for haircuts.

Charley-Joe hadn't had short hair since he was 10 years old and it was like saying goodbye to a close friend when he felt hunks of his hair fall down his arms and on the way to the floor.

There were several other stops that day — an education briefing (where Charley-Joe decided to contribute \$50 a month toward a personal schooling fund), an eye examination, a blood test and, finally, a \$70 advance in pay. ("When I started in the service," Tolliver complained, "we only got \$10.")

Charley-Joe noticed the drill sergeant sure seemed to have his hands full.

"Sergeant, there's a few fights going on in our barracks."

"All right, I'll talk to everyone tonight."

Sergeant, I don't know what my MOS is."

I'll find out for you later."

It was a long day, and Charley-Joe was grateful for the free time he had after dinner to write letters. He found it hard to believe yesterday was only one day ago.

That night, Charley-Joe made small talk with a few of the guys. He didn't really know how to talk to some of them.

The platoon was made up of some Mexicans, blacks, Puerto Ricans. He realized many of these people had a whole different way of looking at things. He had some quick learning to do.

The second day was much of the same. The schedule included a physical training test — "PT" the sergeant called it.

There were four events: a half-mile run, a "crab crawl" walk and series of push-ups and sit-ups.

Charley-Joe was more out of shape than he realized. He did the sit-ups and the push-ups OK, but he was puffing pretty hard when he finished the half-mile, and he could barely stay up on the crab crawl.

The sergeant waved him over and told him he would have to concentrate on physical training if he hoped to make it in basic.

Charley-Joe lost the last bit of confidence he had managed to maintain. He didn't know what to think.

Once again, he started telling himself, "Hold on, stay calm, it's only temporary."

The third day was spent getting shots, clothes, photographs, glasses and identification tags. Charley-Joe had had all he could take of paper work and had almost begun to look forward to basic training.

By the fourth day — Friday — he was packed and ready to move out.

The men were divided up into different companies. Charley-Joe learned he'd be going to the 4th Brigade's Company B, 18th Battalion.

"Good luck, soldier," Tolliver said to Charley-Joe as the sergeant left him in the charge of a group of the meanest-looking men Charley-Joe had ever seen.

And once again, he kept repeating, "It's only temporary, it's only temporary . . ."





A FORMER WHEC-TV NEWSWRITER in Rochester, NY, **Louis A. Ortiz**, entered the Army's Greece, NY, Recruiting Station armed with the tools and thoughts of an investigative reporter to find out what he could about the US Army.

"I really didn't expect to join the Army," Ortiz explained, "I just wanted to see for myself what the Army had to offer. My friends thought I was crazy when I told them that I agreed to enlist and start a new career."

With a notebook full of questions, Ortiz met with **Staff Sergeant Genno Rostron**. General answers were not suitable because Ortiz didn't know enough about the testing or physical requirements.

He agreed to take the Army qualification tests and physical to see how well he stacked up. He also wanted to see an Army enlistment contract.

According to Rostron, Ortiz will enter the Army as a Private First Class E3 instead of E1 because of his educational qualifications. Ortiz will attend Journalism School at Fort Benjamin Harrison, IN, after he completes basic training at Ft. Jackson, SC. (Niagra Falls DRC)

TWO TOP ARMY BOXERS, Specialist Four **James Mitchell** and Private First Class **Julian Garvin**, appeared at high schools for the Poplar Bluff, MO recruiting station. **Staff Sergeants Jerry Barker** and **Phil Corran** accompanied the athletes at their performances.

Mitchell and Garvin are members of the Army boxing team at Ft. Campbell, KY. Both have outstanding boxing records and are possible contenders for the 1980 Olympics.

The boxers spoke to the students about boxing techniques and equipment, demonstrating moves and coaching volunteers from the audience. Their efforts were well received by students and faculty alike.

The athletes didn't neglect the Army in their presentations. They emphasized that they were able to box full-time and compete only because they were soldiers, and told the students that the Army offers excellent sports facilities for competition training and recreational use alike. (Chris Phillips, St. Louis DRC.)

IT WAS A FIRST for the 300th Military Police Command chicken-flying team.

Its bird actually flew — sort of — in the Fourth Annual Plymouth, MI, Chicken Flying Contest this fall. (The 300th is an Army Reserve headquarters in Plymouth's neighbor city of Livonia.)

Like its predecessors, the "X Chicken" — so dubbed because its sponsors were trying to "psyche out" the

competition with rumors of bionic wings and such — lost miserably.

But this time, at least, the 300th entrant didn't land in



HEART WAS RACING, BUT CHICKEN WASN'T — the "X Chicken" gets a final pre-flight physical before taking off as the 300th Military Police Command (US Army Reserve) entry in the Fourth Annual Plymouth, MI Chicken Flying Contest last fall. Chicken launcher Staff Sergeant (now Warrant Officer 1) William H. Corcoran of 424th Personnel Services Company holds the contestant, while Major (Doctor) Lucius C. Tripp of Headquarters 300th, checks its little ticker with his stethoscope. The bird flew better than earlier 300th entries but didn't come close to winning.

the very shadow of the launching platform as in previous years. In view of its 20-foot flight, earlier threats that the "X Chicken" would become the "ex-chicken" if it failed, were quickly forgotten. Instead, it was retired to a farm to await another chance next year.

This year the command had two jeeps and a marching military police honor guard in the pre-contest parade through downtown Plymouth, which was observed by several thousand people.

If the series of zany contests hasn't netted the 300th any trophies, it has brought the command and the Army Reserve considerable exposure in the Plymouth area — and occasionally beyond. (300th MP Command, Livonia, MI.)

IT'S A FAMILY AFFAIR at the US Army Recruiting Station located in the old Federal Building in downtown Detroit where Station Commander, **Sergeant First Class Al Myler** and sister, **Sergeant Donna Myler**, USAR

recruiter, are presently assigned.

Donna had joined the Army in 1974 and had been assigned to the Army Security Agency as a cryptanalyst. After leaving in 1977 to take a job with the Kansas City Police Department she decided she missed the military life, relocated in Detroit last summer and joined the Army Reserves. Within a few months her fondest dream came true and she was working side-by-side with her Gold Badge Recruiter brother Al.

Myler feels that he and his sister make a good team. With their sibling ties, they have good rapport and can work together.

Brother Al, who is 120 percent for the year and sister Donna, who's at about 125 percent so far, are living proof that the Total Army concept is working successfully in downtown Detroit. (Nancy Fisher, Detroit DRC.)

AT TWO MINUTES PAST MIDNIGHT on Halloween **Specialist Four Richard Williams** of Ft. Bragg, NC, became the first soldier to reenlist under the newly reinstated CONUS-to-CONUS reenlistment option.

That distinction came because Ft. Bragg's main post reenlistment office doesn't mind working overtime to be number one.

"The message about the option officially came on October 25. We've organized everything so we'd be the first in the Army to use it," said **Sergeant Major Charles Packer**, post senior reenlistment sergeant, before the ceremony. "Williams' career counselor brought his paper work in early and we had all our people come in about 11 in the evening so everything would be ready to go."

Sometimes drama can center around the simplest things. About 10 people crowded into the small RETAIN operations office at the stroke of midnight as **Sergeant First Class James Welburn** fired up his computer terminal. The little typewriter-like device linked him by telephone lines with a RETAIN computer hundreds of miles distant. Its print-out head vibrated and sang like an electronic cricket as it shot across the page and matched Williams with a job in Ft. Belvoir, VA.

About two minutes later, the group moved to a larger room where Williams raised his right hand before the American flag while his company commander, **First Lieutenant Marilyn Jacobson** administered the oath. (SP5 Bernard Tate, PAO, Ft. Bragg, NC.)

FOR HIS HEROIC ACTION in catching a 2-year-old dropped from a burning building and leading a dozen other occupants to safety, **Private First Class Alexander**

Small was flown from Germany to New York to receive an award from the NY Fire Department.

Small caught the boy, Donald Brown, after he was dropped from the third floor of a burning 5-story tenement in Brooklyn. The soldier, in Army uniform, then climbed the fire escape, calmed the twelve occupants who were in a state of panic, and led them down the fire escape. On reaching the lowest level of the fire escape Small lowered the drop ladder to the street and again shielded the men and women from the flames while they descended to the street. There, the grateful tenants hugged and kissed him and thanked him for his brave act.

At this point the soldier quietly left and it was some time before the fire department tracked him down. In the interim he had completed his basic training and was assigned to service in Baumholder, Germany.

Shortly after learning of Small's whereabouts, the fire department arranged for his return to the US for a special award ceremony and then flew him back to Germany. (Bill Gottlieb, Long Island DRC)



Dr. Albert Reinsch, (not pictured), principal of Cleveland High School, a former Army paratrooper who had lost his "jump wings" regained them recently in an unusual way. St. Louis DRC commander Major Ernest L. Spivey, Jr. and Cleveland recruiter, Staff Sergeant Gary Winters (also not pictured) delivered a jump wings emblem and a plaque to Dr. Reinsch at the school—by helicopter.

The helicopter touched down on the football field a few minutes before the school dismissed classes. It was quickly surrounded by students.

While Spivey and Winters accompanied Reinsch to his office, the pilots remained with the chopper to show it to students. They were joined by Staff Sergeant Andre Stith, right, a recruiter at the Gravois recruiting station in St. Louis.



GOOD IDEAS ABOUND at all levels of a command, but it usually takes cooperation and coordination from many different sources to bring that good idea to fruition. For instance, take the case of mini-billboards, the popular recruiting item produced by the US Army Recruiting Support Center. **Major Robert Joles**, former Detroit DRC executive officer, thought its mini-message, "Ask



me about Today's Army," was a winner, but felt it could really pack a wallop at malls, fairs and festivals if it were put on a huge banner, say 20' X 5', substituting the word "us" for "me".

The deed was done, thanks to Detroit A&SP, Midwest Region and USAREC, all of which were involved at various stages, but most of all to the Support Center that actually did the work.

In addition to the giant-sized banner, the Support Center came through with a smaller edition, 3' X 5', for each recruiting station in the Detroit DRC.

The big banner made its debut at the DRC annual summer picnic and has been booked solid ever since. To paraphrase an old adage, one DRC banner is worth a thousand words, and it was the Recruiting Support Center that responded to a good idea in a big way. (Nancy Fisher, Detroit DRC.)

IF ENTHUSIASM IS THE KEY to high reenlistment, **Sergeant First Class William J. Sibole**, reenlistment NCO 1st Signal Battalion, 7th Signal Brigade, Mannheim, Germany, will never have any problems.

During the last quarter of FY 79, 1st Signal Battalion exceeded its reenlistment goal by over 100 percent, and in the last month of the quarter surpassed its reenlistment objective by over 200 percent. This helped the 7th Signal Brigade to win the USAREUR Reenlistment Award for the fourth straight quarter.

Sibole attributes much of 1st Signal's reenlistment success to the unit reenlistment NCO but his enthusiasm and attitude of caring about the soldiers are also main ingredients. (SP4 Greg Kendal, 7th Signal Brigade, Mannheim, Germany.)

WHEN A TOWN OF 1,400 persons turns out a crowd in excess of 20,000 in a 3-day celebration honoring the Armed Forces, that's news in 1979.

The town was Avonmore, PA, celebrating its 17th Annual Harvest Festival. Way back in May the festival committee invited **Staff Sergeant Robert Dils**, an Army Recruiter from the New Kensington station, to participate in the planning. And participate he did!

With Bob's help the Army participation included a parachute team, the Centurions from the 97th ARCOM in Maryland; displays from DARCOM and TECOM, Aberdeen Proving Ground; a lock and dam display from the Army Corps of Engineers Pittsburgh District; a full military police company, plus engineer, medical personnel and equipment from the local Army Reserve units.

Dils even arranged for VIP guests to include two general officers and Congressman Don Bailey, local representative and member of the House of Armed Services Committee.

There were other services in the parade but the Army Green, due to the efforts of Dils, is Number One in Avonmore. (Russ Weiskircher, Pittsburgh DRC.)



Steve Stout, Daily News-Tribune, LaSalle, IL

Young people crawled over an M48 tank during Peoria DRC's "One Day of Basic" presented to the public at five areas simultaneously. The venture, sponsored by the Army, USAR and Army national Guard was repeated in Peoria in December with plans in the works for future "days" in Cham-paign and other district locales. (Nadine Luc, Peoria DRC)

THEY CALLED IN THE CAVALRY when **Master Sergeant Bobby Thompson** reenlisted. Thompson is a member of Ft. Huachuca's 'B' Troop, 4th Regiment, US Cavalry (Memorial), a unit formed in mid-1973 to keep alive the heritage and flavor of the fort's 100-year-old cavalry beginning.

When it came time for Thompson to reenlist, the Troop thought it fitting that the ceremony should take place on the fort's famous Brown Parade Field, part of a National Historic Landmark, with those attending dressed in the Army blue and gold uniforms of the 1880's.

Nearly two dozen of Thompson's fellow-troopers, all mounted on McClellan saddles and dressed in 1880-style uniforms complete with sabers, witnessed the reenlistment and then passed in review at the end of the ceremony.

Thompson's wife, Shirley, was present for the ceremony riding a horse and dressed in a long gown similar to those worn by women in the late 1880s.

Thompson, who has been riding with the Troop about two years, is the non-commissioned officer in charge of the Quality Control Branch in the US Army Communications Electronics Installation Battalion here. (PAO, Ft. Huachuca, AZ.)

STRIKING GOLD in South Dakota, **Staff Sergeant Danny Mitchell** works out of his one man recruiting station in Pierre. He is the second recruiter on record to earn the coveted gold recruiting badge in SD.

There are several ironies in Mitchell's accomplishment. During the single fiscal year that ended September 30, he earned the gold badge; a Meritorious Service Medal; several milestone awards from the national regional commands; and most recently was selected as the top recruiter of the year for the Omaha District Recruiting Command. He earned all this while working one of the toughest areas in the country. From his office in the state capital, Mitchell is responsible for 11 counties which cover nearly 12,500 square miles. Scattered over this vast area are 19 high schools, but their total combined senior class is less than 950 students. Being able to see everyone regularly is a considerable task in itself, but when winter sets in, it is nearly impossible.

Another irony is that the first Army Recruiter to earn a gold badge in South Dakota was Mitchell's predecessor at the Pierre Station.

Mitchell explains his success this way. "I wish I could say it is easy, that anyone can do it. But that wouldn't be true. It takes a lot of hard work, a lot of time behind the windshield, and a lot of time away from my family. My

predecessor proved it could be done, however, I proved it could be done better."

"I can't take all the credit," he says, "I get a lot of help from people all over my area — parents, teachers, civic leaders — good people who believe in our Army and who trust me to tell it straight."

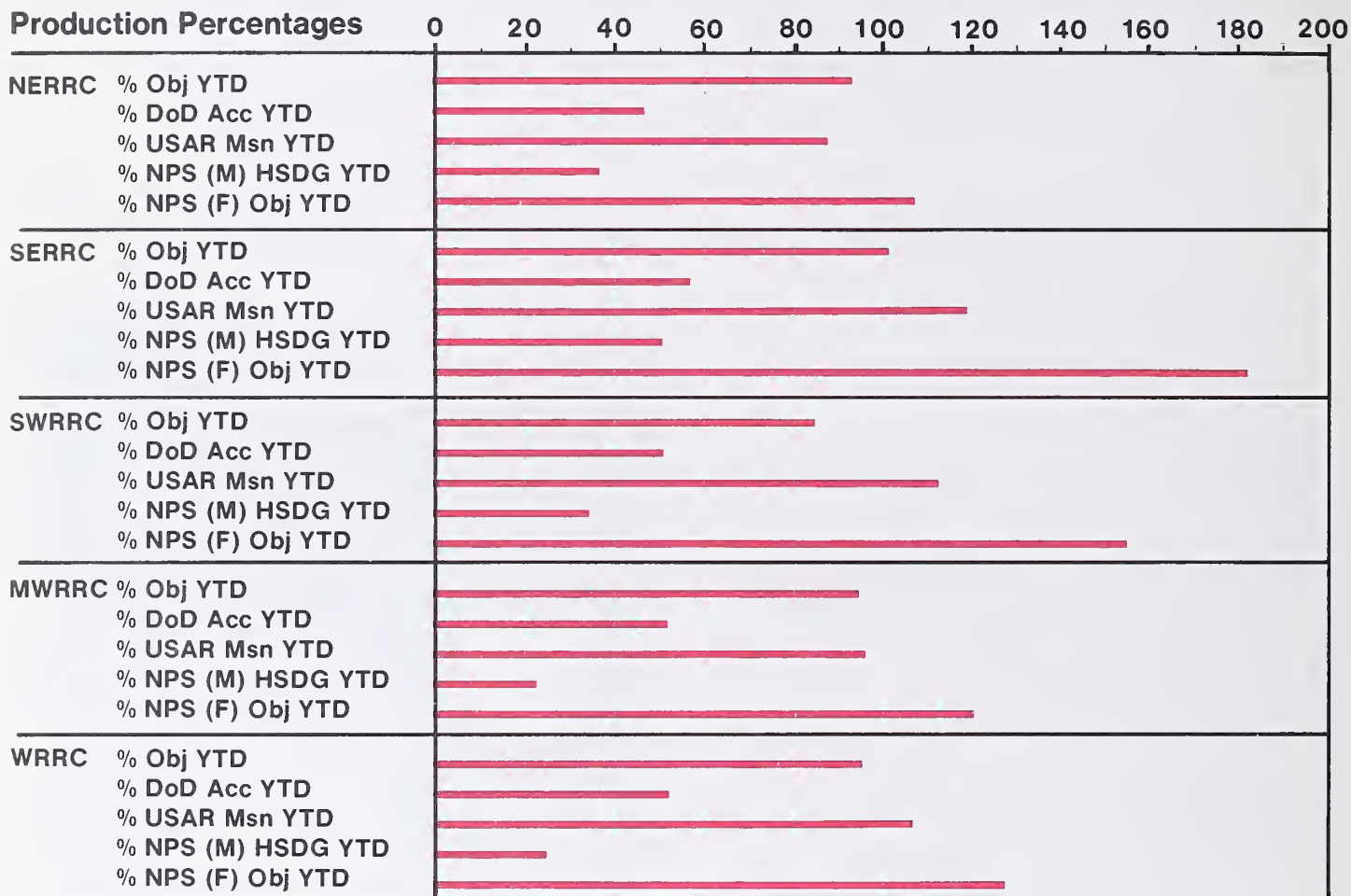
A native of Colorado, Mitchell now calls Pierre home. He and his wife are buying a home and have gotten involved in many local activities. (Sioux Falls, SD)



TOPS IN NURSING — Captain Mary K. Gardner (left), Army Nurse counselor for the Northwest United States, is congratulated by US Army Western Region Recruiting Command Chief of Staff Colonel James M. Logan after he had presented her the Meritorious Service Medal in south San Francisco ceremonies. Gardner's leadership lifted her Seattle District Recruiting Command-based team to 137 and 385 percent marks in active duty and Reserve mission requirements to become the top Army Nurse recruiting team for FY 79. Looking on is Captain Rhonda Graves of the Southwest Army Nurse program. (Don Norton, WRRC)



Production Progress



% OF OBJECTIVE AS OF 31 DECEMBER 1979

| % of OBJ | | | % of OBJ | | | % of OBJ | | |
|---------------------|--------|-------|------------------------|--------|-------|-----------------------|--------|-------|
| DRC | Active | USAR | DRC | Active | USAR | DRC | Active | USAR |
| 1. Jacksonville, FL | 118.9 | 117.0 | 20. Miami, FL | 104.7 | 115.8 | 39. Little Rock, AR | 86.2 | 128.2 |
| 2. Indianapolis, IN | 117.1 | 118.8 | 21. Nashville, TN | 104.5 | 119.2 | 40. Philadelphia, PA | 85.4 | 91.4 |
| 3. Honolulu, HI | 116.1 | 117.7 | 22. Chicago, IL | 104.3 | 100.0 | 41. Concord, NH | 84.4 | 58.4 |
| 4. Jackson, MS | 115.1 | 168.0 | 23. Peoria, IL | 104.0 | 95.6 | 42. Seattle, WA | 84.2 | 111.1 |
| 5. Sacramento, CA | 113.6 | 112.6 | 24. Louisville, KY | 103.8 | 110.2 | 43. Niagara Falls, NY | 84.1 | 82.1 |
| 6. San Juan, PR | 113.4 | 187.1 | 25. Kansas City, MO | 103.6 | 95.9 | 44. Houston, TX | 80.8 | 120.3 |
| 7. Atlanta, GA | 111.1 | 125.2 | 26. Santa Ana, CA | 103.3 | 95.5 | 45. Milwaukee, WI | 78.9 | 73.6 |
| 8. Baltimore, MD | 110.1 | 102.1 | 27. Cleveland, OH | 102.9 | 96.4 | 46. Charlotte, NC | 78.1 | 118.7 |
| 9. Detroit, MI | 108.5 | 113.0 | 28. Fort Monmouth, NJ | 101.8 | 128.2 | 47. Montgomery, AL | 76.6 | 100.6 |
| 10. Newburgh, NY | 108.2 | 76.8 | 29. Salt Lake City, UT | 101.7 | 116.0 | 48. San Francisco, CA | 76.0 | 76.2 |
| 11. Columbia, SC | 108.0 | 114.0 | 30. Lansing, MI | 99.1 | 94.0 | 49. Beckley, WV | 74.2 | 94.7 |
| 12. New Orleans, LA | 107.9 | 114.6 | 31. Albuquerque, NM | 98.8 | 119.5 | 50. Denver, CO | 73.7 | 100.6 |
| 13. Long Island, NY | 107.7 | 96.9 | 32. Syracuse, NY | 94.0 | 89.6 | 51. Oklahoma City, OK | 72.8 | 76.6 |
| 14. Cincinnati, OH | 107.5 | 115.0 | 33. Boston, MA | 92.2 | 73.1 | 52. New Haven, CT | 71.6 | 70.0 |
| 15. Columbus, OH | 107.1 | 103.1 | 34. Phoenix, AZ | 90.6 | 129.2 | 53. Portland, OR | 70.0 | 131.3 |
| 16. Los Angeles, CA | 106.5 | 123.5 | 35. San Antonio, TX | 88.4 | 122.6 | 54. Minneapolis, MN | 69.5 | 73.4 |
| 17. Richmond, VA | 105.5 | 141.5 | 36. Harrisburg, PA | 87.7 | 81.3 | 55. Des Moines, IA | 65.0 | 98.9 |
| 18. Raleigh, NC | 105.4 | 126.5 | 37. Albany, NY | 87.4 | 113.7 | 56. Omaha, NB | 61.9 | 81.2 |
| 19. St. Louis, MO | 105.0 | 124.6 | 38. Pittsburgh, PA | 86.9 | 92.0 | 57. Dallas, TX | 55.4 | 96.8 |

All figures as of 31 Dec. 79
Except DoD Acc YTD (as of 30 Nov. 79)

SQT and the Soldiers' Manual

by CPT Douglas A. Martz
Professional Development Officer

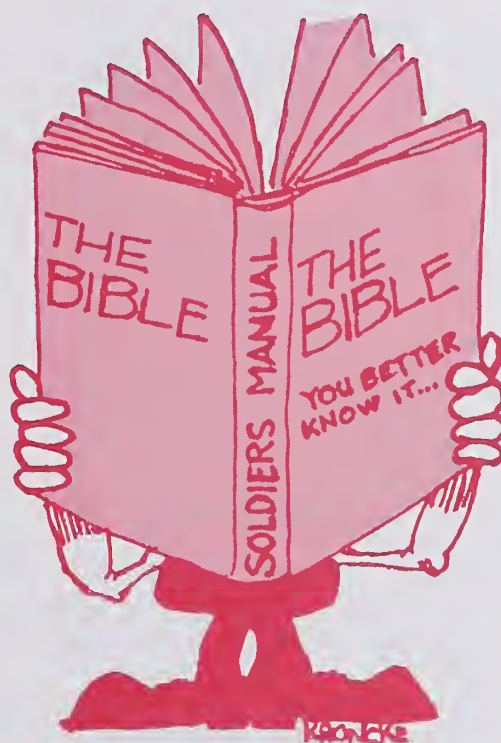
There's a new lexicon running around USAREC, a new language. It talks about "SQT," and "Soldiers' Manual," and "Critical Tasks," and things like that. It's something recruiters and recruiting leaders are going to be facing in the months and years ahead, and it's something that needs to be talked about.

The Soldiers' Manual is, roughly, a type of "Job Book." It lists those critical tasks a soldier needs to know in order to perform his job to the best of his ability. Critical tasks are those parts of a job soldiers need to know to do the job — with knowledge and integrity. The Soldier's Manual talks about simple things (such as keeping a 200 card file) and the more complex things (like taking the elements of a sales presentation and working them into a complete sales presentation).

To help the Army and the soldier check his levels of performance (i.e., how well he or she does the job), the Skills Qualifications Test, or SQT, takes all that one step further. It measures how well a soldier, in this case a recruiter, does his or her job.

In essence, the SQT performs the same function as the old MOS test. It's a way for the Army and Recruiting Command to measure how well recruiters know the job and do what they need to do. It helps recruiters understand what they need to learn before moving up the professional development and career management ladders.

The two fit together hand-in-glove, because the Soldiers' Manual serves as the reference document for the SQT. It takes the work recruiters do



and sets it out in task, condition, and standards format, and gives performance steps to detail how to do the job.

The task is the thing a soldier must know or do. The condition is the conditions under which the task must be performed and the tools necessary to perform the task. The standard is the level of proficiency the Army and Recruiting Command define as being acceptable for that particular task and


condition. Standards may be "in accordance with . . ." a regulation or policy, or may be "well enough to . . ." for example, close a sale.

The SQT, which is as close to a "live fire" exercise as possible, has three components. The Job Site Component is certified by the first line supervisor over time. The first line supervisor observes the soldier actually doing a recruiting task and determines if the soldier can or cannot do that task.

The Hands On Component is performed on-site under test conditions.

The final component, the Skill Component, is a written test designed to test those elements of the SQT best completed through a written examination. It adds up to a complete evaluation of not only how well the recruiter does his job, but how effective the chain of command has been in preparing the individual recruiter to do that job.

The Soldiers' Manual, due to reach the field July 1, 1980, follows the format established by the Training and Doctrine Command (TRADOC). They decide, based on a critical task analysis, what elements need to be in the Soldiers' Manual. Recruiting Command decides what kinds of things need to be included within the format. TRADOC decides how the Soldiers' Manual looks; and USAREC and TRADOC put words to that particular tune.

The Soldiers' Manual and SQT will help recruiters learn their skills and product better. That means better sales presentations to our applicants and better recruiting — recruiting with knowledge and integrity. 

Recruiters hit the Cape Cod beaches

by Gardner A. Dean
Boston DRC

They didn't tell the newly assigned station commander that he'd have to fight to approach mission, let alone make it. So, with a positive attitude, Sergeant First Class John W. Matta took over the Hyannis, MA. station for the Boston DRC. This is in the resort area of Cape Cod, and the recruiting station is responsible for all of the Cape and Martha's Vineyard and Nantucket Islands.

Matta and his assistant, Staff Sergeant Richard Lawson, by "following the book" (with a few additional "pulses") have raised the accession rate of Hyannis from an average of 87.18 percent for the fiscal years 1972-1978 to a current 131.2 percent, as of July 31, 1979. With a combined RA and DEP objective of 142, they had enlisted 180!

Who says you can't recruit in a resort area?

How do they do it? Beginning in late April, Cape Cod is replete with beautiful beaches and beautiful people during the summer. All summer, young people come by the thousands for part-time resort jobs, or just for the good beaching, swimming, golfing or boating.

The total winter population, according to Chamber of Commerce studies, is 150,000. Summer residents swell this figure to perhaps 700,000, not counting "day only" visitors. Most of them are here to play. "This is the Army —" is not for them, most of whom are here to play. "This is the whom are here on vacation. Thoughts of "Join the people who've joined the Army" couldn't be farther from their

minds. Matta says he gets no response from recruiting advertisements on these themes in local newspapers.

The hard recruiting period is generally restricted to the seven months of October through April, when the whole year's mission must be locked-in for success.

"As this is a generally wealthy area, cash bonuses and two-year options are not good selling tools here," says Matta.

The Hyannis recruiting area covers 545 square miles. A visit to Nantucket, about 35 cold sea miles from land in the winter, takes almost four hours each way on the once-a-day ferry. This means that a recruiter has to stay over at least one night to accomplish school visits and other business. And the winter months are bleak on Nantucket and Martha's Vineyard out in the storm ridden Atlantic Ocean. There is no swimming or beaching for the recruiter!

Matta and Lawson, both Gold Badge recruiters, approach their missions with "total teamwork essential," they say. Their military backgrounds can cover potential interests of or questions by a prospect. Matta has a combat unit background, while Lawson's is in administration and personnel management.

Lawson, who was brought up in the Cape Cod area, says "we use 'casual tenacity' in our recruiting." When asked for an explanation, he said that prospects from the area "can't be pushed." No one is in a hurry down here in the winter! You have to keep your sense of urgency under wraps." It might be six months or a year after talking to a recruiter that an indivi-

dual "allows that he/she might be interested in enlisting." In the meantime the recruiters merely keep track of where he/she is.

The Hyannis recruiting team has outstanding rapport with the guidance personnel in their eleven high schools, two vo-tech high schools, one private school and one junior college. They have had enlistments from every school.

Guidance counselors set up many appointments, sometimes well in advance, call in the recruiter, and may sit in while the actual paperwork is accomplished. Lawson says, "We don't bug the counselors. When the and the prospect are ready, we know that they will call us in."

Hyannis RS uses DEPer heavily for referrals. One DEPer gave four productive referrals. Matta said, "I was sorry to lose him recently when he went on active duty. But he'll be back as a recruiter aide and we'll put him to work 'telling it like it is.' "

Asked what motivates him to succeed, Matta said: "The dedication, the pride of an individual to be a winner, not a loser."

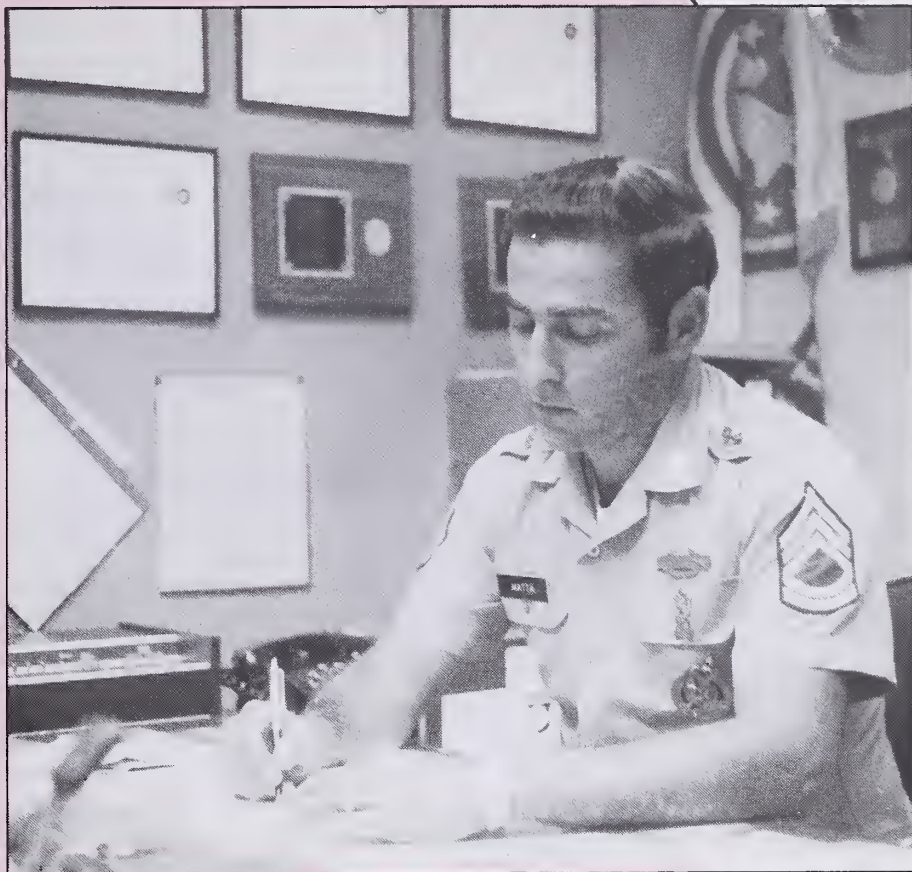
This attitude has helped make the two-man station the "Top Small Station" in the Boston DRC for the months of November, 1978 through July, 1979.

Matta, as of July 31, with a cumulative 29 person RA objective, attained 141.4 percent with 41 RA enlistments. With a 42 contract objective, he had DEP'd 51, for 121.4 percent.

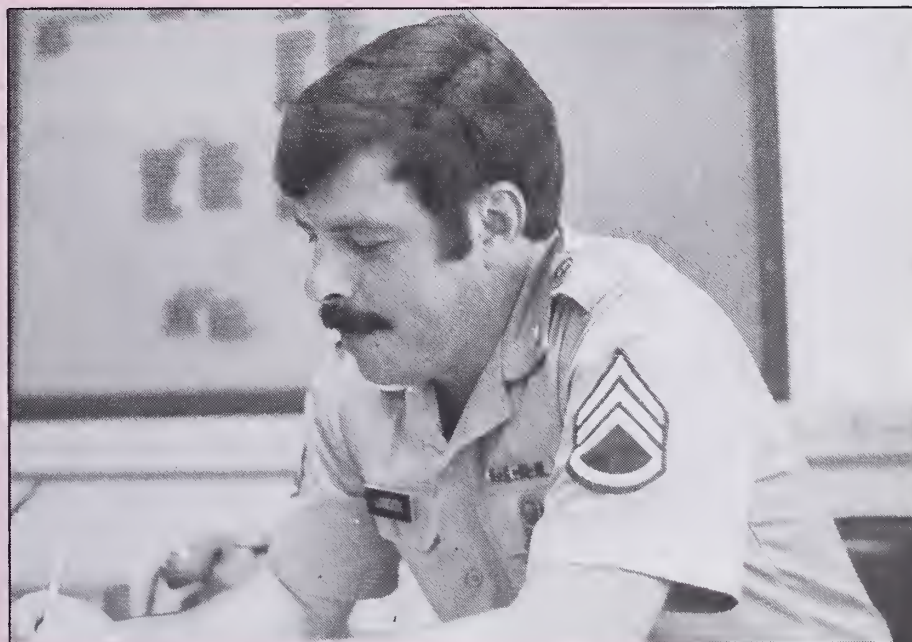
Lawson, also had a 29 person Ra objective. He had a cumulative 37 RA accessions. With a 42 contract ob-

jective, he DEP'd a cumulative 51, also for 121.4 percent.

Come to Cape Cod in the winter, not the summer, if you want to learn how to recruit!



SFC John W. Matta (above) and SSG Richard Lawson plan their attacks on the Cape Cod beaches.



"First Lady" of auto mechanics

by Doris Davidson
PAO, Ft. Huachuca, AZ

Hidden beneath Army fatigues and a telltale smudge of grease lies the insatiable determination and curiosity of Army Sergeant Frances Mouser, a "third echelon mechanic" and the first woman ever to crack the Army's "for men only" field of auto mechanics.

That was in 1973, says Mouser, currently an instructor at Ft. Huachuca's post auto crafts shop. "That's not even new today. Now there are hundreds of women in the automotive mechanics field."

It was back in those days of '73 that she picked up a local newspaper and spied an ad for Army truckers. She

looked up the people of the "neighborhood" Wichita Falls, TX, Army Recruiting Station and signed on the dotted line for an aptitude test.

"Nineteen men and five women took the examination for the Mechanic Military Occupational Specialty (MOS) that day," Mouser said. "I got the top score of 121. The average was 98," she grinned.

After Texas, it was a long trip across nearly the entire United States to Aberdeen Proving Grounds, MD, where Mouser was to learn "the grueling mechanics of the trade." The course study included the workings of

engines, transmissions, electrical systems, power-steering and everything in-between. Study aids consisted of trucks, jeeps, tanks and "whatever else the Army moves on the ground," Mouser said.

But even 1973 wasn't the start of Mouser's mechanics jaunt . . . a trip that was to eventually win her top mechanic responsibilities. That really began when she was about two-years-old and "investigating" her childhood toys.

"If it moved, I had to know why," Mouser said. "From the time I was a kid, I had to find out just how a toy

Auto crafts instructor SGT Frances Mouser gives CPT Philip LaPerla some oil change and filter help and advice in a Ft. Huachuca Recreation Services garage stint.



worked, how it was put together and why it did the things it did. By the time I was five I was taking clocks and watches apart 'to see what made them tick'," she said, inserting a pun. "And I always got them back together again, too."

When her family moved from rural Kentucky "to the city," she found herself not wanting for new things to repair. Now, they were the neighborhood cars, the rudiments of what was to become Mouser's automotive career.

"Most of the neighborhood kids had jalopies that were always breaking down," she said.

Besides her present duties, Mouser has driven diesel rigs and school buses, and in her last pre-Ft. Huachuca assignment, was noncommissioned-officer-in-charge (NCOIC) of "the motorpool's 'cannibalization' section."

"That was in the Canal Zone of Panama," she said. Her section was "the graveyard of military vehicles," a stockpile of machines that had gasped their last, rusty carbon monoxide breath and whose only purpose was to supply used parts for those vehicles "still performing duty."

Today, Mouser is busy giving auto shop classes and inspiring soldiers and future mechanics to further the pursuit of their favorite romance . . . the "care and feeding" of their mechanical charges.



She also enjoys reading military history and poetry, collecting seashells, rock hunting and doing photography. She's divorced with "three children," two sons, 15 and 16 years old, and "Baby."

"That's what I call my bright, red Honda motorcycle," she laughed, "Baby." To her, it's almost like a third child, her special "pride and joy." 🐾

SGT Mouser gives Army Specialist Freddie Howell a hand and some friendly advice as he works on a wrist pin assembly at the post Recreation Services garage.

Counselor gives 'Red Carpet Treatment'

by P.J. Roberts
Columbus DRC

The position of Reserve Guidance Counselor is one which enjoys little visibility and few accolades. It is, however, a very important part of the Total Army recruiting team, as it is the Reserve Guidance Counselor who makes the final sale; who transforms the applicant into a member of the Reserve unit; who determines the final figures on the Reserve accessions board.

Staff Sergeant Norman Boggs, the Army Reserve Guidance Counselor in the Columbus DRC, was awarded a Gold Badge in August.

What does it take for a Reserve Guidance Counselor to earn a Gold Badge?

After talking with Boggs, it becomes apparent that it requires a combination of things —

- good recruiters
- the ability to sell, and
- a true concern for the applicant

Number One on Boggs' list is good recruiters.

"Guidance Counselor success is dependent on consistently outstanding recruiters," Boggs stated matter-of-factly. "The recruiter makes or breaks the Guidance Counselor, and it works both ways."

A look at the records indicates the Columbus DRC is blessed with outstanding recruiters. As of September 30th, the Columbus DRC has made Reserve mission for two solid years at 100%-plus.

"I'll match the Columbus Reserve recruiters against any of the Reserve or RA recruiters USAREC has," stated Boggs. He went on to explain, "We work as a team, not as individuals; and we've established a team that works."

"If it weren't for the recruiters, I wouldn't be wearing any of this," said Boggs, gesturing to his Gold Badge, "or have any of this stuff on the wall," he said glancing back at the 27 certificates which blanketed the wall

behind him.

"I get kidded about the wall a lot," Boggs admitted, "but I do that (referring to displaying his certificates) for a reason — that reason being that when an applicant comes in, sits in that chair and sees that wall behind me, it instills a confidence in that applicant that I know what I am talking about."

Boggs finds that credibility is especially important to selling.

In a situation where the applicant must be sold a job field other than what he is interested in, Boggs finds the best approach is to ask him, "Do you really want to join the Reserves?" Most applicants are already sold on benefits and the answer is generally affirmative. "This is what we can offer you," he continues and then informs the applicant of alternative jobs, explaining the good points as compared to other jobs.

Though the function of the Reserve Guidance Counselor is theoretically a selling job, Boggs says he doesn't look at it that way. "The recruiters have already sold them on the general job fields in their local unit. My job is primarily to match up personal desires with the slots available."

Boggs paused briefly, and then continued.

"But it's more than that," he said thoughtfully. "It is giving people the opportunity to improve their lives."

He explained that many of the NPS applicants with no experience are also non-high school graduates, and for the non-grad, the good civilian jobs are scarce.

Boggs says he stresses to these individuals the importance of having a diploma or a GED, explaining that the highest rank attainable in the Reserves without the certification is E-5.

"Most of them don't realize that they can acquire their GED while in AIT or when they return from AIT. This is a positive factor which a good many respond to," said Boggs. "It makes them consider finishing their

education and gives them a way to do it while holding a job at the same time. Some even think so seriously about it, they actually go back to high school with plans of joining the Reserve after they have received their diploma."

Does his concern pay off?

Boggs feels that anytime he can help someone, it is worth the effort.

"I think they can sense how sincere I am about the counseling and it gives them confidence in me," said Boggs. "I've had some guys come all the way back here to the AFEES after AIT just to say thank you and to let us know how things are going for them. That makes it all worthwhile when you see you have helped someone make something of himself."

But concern for the applicant is not just a personal gratification. It is smart business, added Boggs. "At the AFEES, the word is 'red carpet treatment' all the way."

"These people return to their own hometown after AIT," said Boggs. "It's important that you are truthful and sincere with them because you'd better believe they are going to talk to their buddies about their experiences."

And therein lies the greatest difference between counselling for the Reserves as opposed to counselling for the Active Army.

Though integrity and concern are practiced by both the Active and Reserve component Guidance Counselors, the satisfaction of the enlistee is of paramount importance in Reserve recruiting.

Remaining in his home environment, the Reserve enlistee's satisfaction or dissatisfaction can have an immediate effect upon recruiting and ultimately upon the strength and needs of the Reserve Unit in his particular area.

The special techniques employed by the Reserve Guidance Counselor are an absolute essential to this satisfaction. And the satisfaction is, in turn, a key to consistently successful Reserve Recruiting.



A Taste of the 'Real Thing'

by Janet Luffy
Philadelphia DRC

In the parking lot behind Chester Station, Pennsylvania, a group of DEPs form two lines.

"Atten-shun," shouts Sergeant First Class Grover Lehman who is the station commander and a former drill sergeant.

"Why are you looking at the ground, soldier?" he asks gruffly. "It's not going to move. Give me ten."

The young man drops to the ground and counts out ten push-ups. "One, drill sergeant. Two, drill sergeant . . ."

Softening his tone of voice, Lehman explains to the new DEPs that the purpose for counting out loud is to let the drill sergeant know that his order is being carried out even when his back is turned. He warns them that they may end up doing hundreds of push-ups before they learn to follow orders during basic training.

The eight young people in line accept this without a groan. They know that they don't have to be there. Most of them come to prepare themselves for the real thing. Some bring curious friends. One applicant who was disqualified for being overweight comes to the twice-weekly drills for the



Station Commander, SFC Grover Lehman, and Reserve recruiter SP5 Jose Rivera demonstrate the proper method of saluting while one young man drops for push-ups.

exercise and to help her lose weight. Lehman pointed out that participating in the exercise also keeps some of his recruiters in shape.

But the bottom line is: "Do these DEP meetings help make mission? According to Lehman, they do help.

He said that he started the meetings while assigned to South Philadelphia recruiting station as a way to keep in contact with his DEPs so that they wouldn't become Army drop-out statistics. Now it's working even better than he had thought it would.

For example, his drop-out rate has diminished. Curious friends have become enlistees. The over-weight applicant has started to lose pound after pound. In the summer, participation doubles. Everyone seems to want some kind of insight into what basic training is really like. As a former drill instructor, Lehman has no trouble giving them what they want.

He starts the orientation process as soon as enlistees go to contract. "You're in the Army now," he corrects the DEPs who call him sir. "Sir is for officers. Call me sergeant." He then gives each DEP a card with pictures of rank insignias.

Taking them outside, he shows

them how to march, salute, and even stand . . . Army style. To get in shape, they do deep knee bends, push-ups, jumping jacks, and run double time through the streets of Chester. To prepare them for leadership, he lets one of them lead the exercise drills.

After only a few months of these meetings, Lehman already sees positive results. Out of seven letters received from former participants, all had something good to say. Three enlistees said they were picked as squad leaders or platoon guides. Two others wrote that basic training was no problem because they knew what to expect.

In addition to preparing his DEPs for Army life, Lehman's runs through the town have attracted the eye of his daily newspaper which ran a half-page article and photos on the program. Wearing khakis and T-shirts that say "I made the right Choice . . . The Army," makes the participants identifiable as Army DEPs. Lehman's area commander, CPT Andrew Hochreiter, now wants to expand the program to other recruiting stations.

For himself, Lehman is pleased with the success of the program. It meets the bottom line.



SFC Lehman shows a new enlistee how to do an about face turn.



Gallup poll results

The military ranks third among ten key American institutions in the most recent Gallup Opinion poll of public confidence.

The question asked was: "I am going to read you a list of institutions in American society. Would you tell me how much confidence you have in each one — a great

deal, quite a lot, some, or very little?"

The poll showed that the American people had the most confidence in "The Church or organized religion," followed by "Banks and Banking" and "the military."

The least confidence was shown in "big business," "Congress," "organized labor" and "television."

DEERS system

A new computer-based enrollment system affecting all active duty and retired military personnel and their dependents will become effective soon and will be used to record and verify their eligibility for military health and medical care benefits.

The Defense Enrollment/Eligibility Reporting System (DEERS) is aimed at improving the management and administration of the military health care system and eliminating waste and fraudulent practices according to DoD officials.

The first phase of the DEERS program will be conducted in selected areas of southeastern Virginia and northeastern North Carolina from February through April 1980. Subsequently, the system will be expanded to

cover the rest of the country and overseas locations where military personnel and their dependents are assigned.

Under the DEERS System, when a military person or dependent seeks medical service from a Uniformed Service health care facility, their eligibility can be verified by a telephone computer hook-up with the DEERS central data bank, which will be located in Monterey, CA.

Through this system fraudulent practices will be reduced and the military health care system, including direct care at military facilities and use of CHAMPUS, will be improved.

New policy on ID cards

New instructions affecting issue and renewal of dependent identification cards and spelling out changes in ID cards for retired and reserve personnel have been issued by the Department of Defense.

Among the principal effects of the new guidelines is the requirement for more frequent renewal of dependents' ID cards, changes in the ID card application process and a "new look" for cards issued to retirees and reservists.

Old retiree and reservist cards will continue to be valid until they expire or must be replaced, DoD officials said.

A principal feature of the new retiree card is its "universal" nature. The gray card varied slightly according to each service. The new retiree ID's will all be the same, with the member's service typed in a space on the card.

New retiree cards may be issued or renewed at any

authorized military facility, regardless of the member's former branch of service.

The new card for reservists remains red but will include Geneva Convention information and will no longer show the reservist's fingerprint.

Principal points in the new directive affecting issue and renewal of cards are:

- Active duty dependents' cards will be valid for only three years or until expiration of the sponsor's active service commitment, if earlier.
- Dependents of retirees and deceased members will be required to renew their ID cards every three years.
- For DoD civilian employees serving overseas, cards will be valid for three years.
- ID's for foreign personnel and their dependents will be valid for two years or upon expiration of duty commitment, if earlier.

CSA on the whole person

"The Army is not a retreat for the physically lazy. It is not a refuge for the mentally incompetent, nor a haven for the immoral. Yes, we take in many incomplete people — people who lack physical and mental development,

who lack spiritual or ethical baselines, who lack certain social grace. But we challenge them to leave if they can't, or won't, make the effort to measure up. It's a lifelong task. The Army is a good place to pursue it."

Satellite Surgery

**PAO, Health Services Command
Ft. Sam Houston, TX**

An intricate surgery procedure at Brooke Army Medical Center being witnessed simultaneously by surgeons at Ft. Hood, TX, Ft. Sill, OK, and Ft. Polk, LA. is now possible through the use of a communications satellite program initiated this week by the US Army Health Services Command (HSC) at Ft. Sam Houston.

HSC's project officer, Colonel George Lynch told reporters, "HSC has become the first United States military organization to use a satellite for education."

Lynch pointed out that the program will emphasize graduate medical education or residency training. He said the new system will permit viewers,

physicians and other health care professionals, at the four hospitals involved, to witness live grand rounds, case history presentations, seminars and lectures, all originating at HSC's Brooke Army Medical Center. He said two way communication will also enable the viewers to ask questions during the presentations.

Colonel James Feltis, HSC's deputy chief of staff for professional activities, says the new satellite program will enhance the recruitment and retention of physicians, dentists and other professional medical personnel. Feltis added, "These professional individuals will now be offered required medical education, regardless of the location of their assignment."

Feltis pointed out that Army resi-

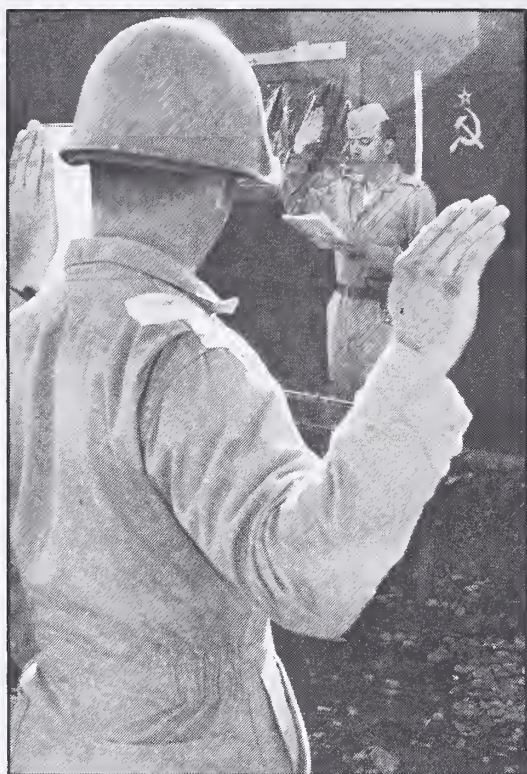
dency training is normally provided only at HSC's eight medical centers, which are considered teaching hospitals, offering residency and intern training in numerous specialties. "Such training has been limited in smaller Army hospitals," Feltis said, "But with the initiation of the satellite program, hospitals such as the ones at Forts Hood, Sill and Polk will now receive the required training from BAMC via satellite."

Lynch says the program is expected to be eventually expanded to most of the command's other smaller hospitals throughout the country. A decision on the matter is expected in early 1980. The scope of medical training also will be expanded from its present graduate medical education to include teleconferences, medical conferences, refresher and other required Army training, and ultimately for patient education.

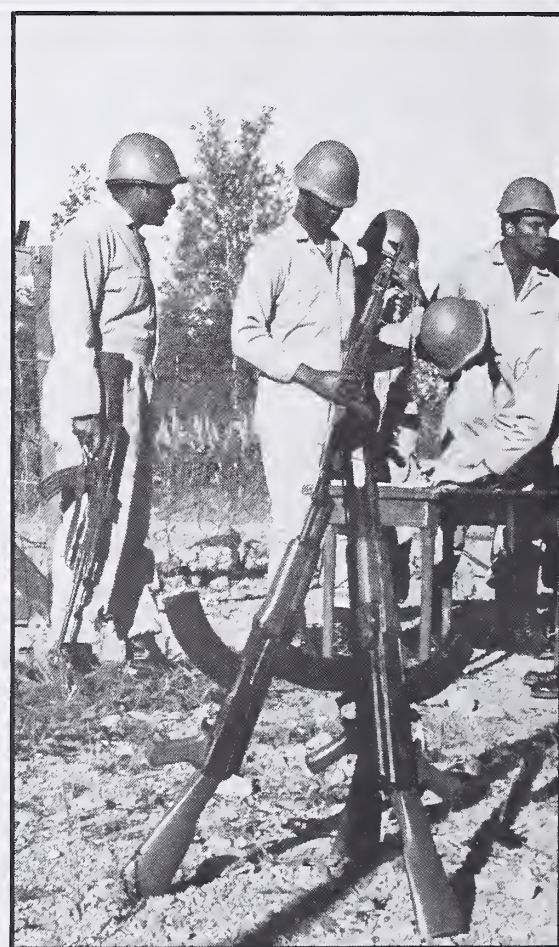
The innovative Army medical education programs are telecast twice daily, using Western Union's "West Star II" satellite, which is positioned some 23,000 miles in space.



A landmark Army Medical Department television program takes place at the Health Sciences Media Division TV studio. Discussing the merits of the new program are (left to right) BG Bill B. Lefler, HSC's deputy commander for dental services; HSC commander MG Marshall E. McCabe; MG Kenneth R. Dirks, commandant of the Academy of Health Sciences; and Brooke Army Medical Center commander, BG Andre J. Ognibene. (Photo by Gonzales, TASC Photo Facility, Ft. Sam Houston.)



Clockwise from upper left: Members of Ft. Richardson's Headquarters Battery, 1st Battalion, 37th Field Artillery are "sworn in" to the Soviet Army by LT Randall Stewart. The "Soviet soldiers" climb aboard a Soviet armored personnel carrier (played by a US Army gamma goat), prior to an attack on hostile American aggressors. At weapons issue, the soldiers received AK-47 rifles created by the Training Audio-Visual Support Center. PFC Alan Dorsey examines his newly-issued Russian grenade launcher. Members of the "Soviet Army" charge to meet the enemy . . . the Americans.



A Day in the Life of a "Soviet" Soldier

by Keith Davis
Ft. Richardson, AK

So you think you have it rough, huh, soldier?

If so, try spending "One Day in the Life of a Soviet Soldier" sometime.

Thirty men from Headquarters Battery, 1st Battalion, 37th Field Artillery did just that recently, and after their experience, it's doubtful that any of them will ever again complain too loudly about US Army life.

The exercise was the brainchild of Lieutenant Randall Stewart, battalion intelligence officer, who said the training was designed to give the artilleryman an "idea of what his Soviet counterpart goes through every day."

Stewart, who has a background in military intelligence, created the scenario from Army reference publications and — in the case of the Soviet soldier's daily diet — from the memories of a defected Soviet tanker. The lieutenant took the part of the platoon leader, the Soviet soldier who has "virtually all responsibility for training men in a unit."

The exercise began Wednesday night, when the artillerymen were taken to Ft. Richardson's prisoner-of-war compound and issued Russian uniforms. But the real culture shock took place the following morning when the troops began to discover that it ain't easy being G.I. Josef.

At 6 a.m., they were roused out of bed and, in 40-or-so-degree weather, told to strip to the waist for physical training. Following rigorous calis-

thenics was wash-up time — in cold water.

Breakfast — grits, rye bread with butter, tea and sugar — was at 7 a.m., and the soldiers were informed then that the menu minus the butter, would be the same for dinner. Lunch would be the big meal of the day: beef barley soup, fruit, tea and more rye bread.

After breakfast, Stewart gave the men a profile of the Soviet troop and a glimpse at the way he lives. Although the instruction was given in English, the 1/37th soldiers had to learn three Russian words (the following spellings are phonetic): Smirna, which means "attention;" Stana-veese, "fall-in;" and Stoy, "halt!"

According to Stewart, the typical Russian private is an 18-year-old draftee who has already had two years of military training in high school; once inducted, he has a two-year military obligation. The platoon leader, a lieutenant who stays with one unit for four years, has had four years of advanced military schooling.

A three-squad platoon is made up of 32-33 men; each squad contains a squad leader, a grenadier, two machine-gunners, five riflemen and a driver and gunner for the squad's armored personnel carrier.

The men live in an open bay, and their only possessions are those issued by the Army: a bunk, writing desk, chair and foot-locker. They work six days a week, from 6 a.m. to 10 p.m., and even though they do not undergo training on Sunday, the day is hardly "free time." On that day, the


platoon is escorted by its lieutenant to local cultural and sporting events. If a troop performs in an outstanding manner, his platoon leader may grant him one week of leave during his entire two-year tour.

And in case you're thinking the Soviet soldier must be paid well for all this, think again. According to Stewart, Privates Vladimir, Boris and Natasha (a small percentage of women are in the Army, although not in combat units) receive only six rubles — about \$8 — a month.

"Defense funds are ploughed into armanents, not luxuries for the first-term soldier," explained the lieutenant, adding that pay and benefits increase if a soldier reenlists after his mandatory two-year period. Even a platoon leader, however, earns only about \$400 a month, and since those first two years are such trying ones for the enlisted soldier, few choose to stay on.

"The officer, then is the backbone of the Soviet Army," remarked Stewart, noting that the highest ranking non-commissioned officer in a platoon is usually a draftee with about a year of actual military experience.

Following the indoctrination, the 1/37th troops practiced squad and platoon formations and, in the high-light of the day, launched a late-morning attack on the enemy, more members of the 1/37th who were acting as American aggressors.

Who won? Well, that answer depends on your vantage point . . . and which side you were on. 

Army Reserve movie uses real people

by Dick Crossland
97th ARCOM

A touch of Hollywood came to Baltimore and Ft. Meade recently.

Marylanders - a butcher, a banker, a bus driver and a college student - have starring roles in "People Like Me", a twenty-minute Army Reserve movie being made in Maryland, South Carolina and California.

Produced for the US Army Recruiting Command, "People Like Me" focuses upon enlisted Army Reservists from all walks of life. Professional actors and models are not used.

Filmed in the civilian community while attending their weekend training, the reservists explain why they have reenlisted and why they intend to make a second career of the Army Reserve. The movie will complement retention efforts and will also be shown as a public relations aid.

Local settings include Charles Center, Johns Hopkins Medical Center, Friendship Baptist Church and Ft. Meade. The 92nd US Field Hos-

pital provides the extras and back drop for the movie.

After preliminary scenes last week at Baltimore's Turner Army Reserve Center, the production followed the 92nd Field Hospital in convoy to Ft. Meade. While most of the Maryland unit trained on Meade's firing ranges, director Paul Morgan walked his principals through the afternoon shooting script.

Meanwhile, tents were erected and medical equipment — including a portable X-ray machine — was assembled for its role in the \$216,000 production. Ft. Meade was to be shown as a typical post where reservists receive field training.

The script called for the 92nd to practice medical evacuations. An air ambulance from the Regular Army's 247th Medical Detachment was added for drama and action. Simulated casualties were flown to the 92nd where a ground ambulance whisked the injured to a receiving station.

As the patients were routed through

the receiving station and hospital, the camera followed, recording the dialog between the Army Reserve medics.

Although the shooting sequence was planned, the dialog was unrehearsed. Playing themselves, the reservists provided realism without coaching. While the cameras focused on the individual reservists who would be featured in the film, other Marylanders were going about routine training providing background sights and sound.

An operating room team scrubbed and prepared for surgery. The standby generator was brought coughing to life and urgently needed X-rays were taken. The field developed X-rays arrived just as a simulated casualty was carried into surgery. In another tent, the laboratory was assembled and technicians stood by.

In the midst of this hustle and bustle, classes were being held. Morgan cut away from the evacuation drill and directed his camera crews to film a session on cardio-pulmonary resuscitation.

The class was recorded for future use.

"We didn't plan on a CPR class," Morgan explained, "but it added another dimension to the story. Everybody has had classes in the field and this will make the film more realistic."

Authenticity and realism were the bywords frequently voiced in the making of "People Like Me". Producer Jack Bidus of N.W. Ayer International insisted upon having actual members of the Army Reserve as his principal actors.

"We want a cross-section of people so that reservists and the general public can identify with them. We want real people talking about why they stay in. We did not write a dialog because we want them to use their own words.

"Using their own words creates the



Technicians film a scene from the forthcoming Army Reserve retention movie, "People Like Me." SFC Paul Skaggs (far right) is meat department manager in civilian life. In the Army Reserve, Skaggs is the food service supervisor for the 92nd Field Hospital, Baltimore.

credibility we seek," Bidus emphasized.

Staff Sergeant Kathy Thompson, a licensed Emergency Medical Technician from Baltimore, is typical of the reservists given starring roles. Selected in an August interview with director Morgan, Thompson was filmed at the Johns Hopkins Medical Center where she is studying cytology — the structure of cells.

While preparing microscope slides for study, Kathy chatted about her military training and recalled how she and her mother pulled two men from under a wreck on Pulaski Highway and gave emergency care.

"My Army experience as a medic came in handy. We didn't even have to think as everything fell into place the way we were taught . . . check for breathing and stop bleeding, you know.

"After it was all over and the police had taken charge, we got the shakes," Thompson confessed to the camera. (Morgan has guided her spontaneous narration with gently probing questions.)

"It was the Army Reserve which got me interested in underwater rescue," she continues.

"I was in a class at Ft. Meade in 1978 when a friend suggested that I join him in SCUBA training at the Middle River Volunteer Ambulance and Rescue Company.

"After a couple of sessions I was hooked. I went on to get my Emergency Medical Technician certificate. My Army medic training served as the prerequisite for the EMT course. Now I work a six-hour shift weekly as a driver and medic on call."

Morgan orders "cut", and the 13-man crew packs its equipment for a 10-mile trip to Middle River and a SCUBA diving scene.

On location northeast of Baltimore, Thompson was filmed in her wet suit as part of a rescue team probing the dark waters of the Middle River. "The police call us when they can't find a missing person and suspect a drowning", she explains.

Earlier Thompson was shown in uniform as part of the emergency medical team practicing air evacua-

tion procedures with the 247th Medical Detachment at Fort Meade.

More pragmatic in his approach to the Army Reserve is Sergeant Ralph Shipley of Saxon Circle, Baltimore. He is a wardmaster with the 92nd Field Hospital.

Sitting in the drivers seat of his Mass Transit Authority bus, Ralph admits "It's the money, man, it's the money."

"When I first joined in 1971, I banked my checks. This built up and became the down payment on my home."

Although Ralph names money as his prime motivation for reserve membership, a series of awards and commendations from Baltimore's MTA attest to the value of his medical training.

Over the years, he has treated epileptic seizures, choking and heart attacks on his bus. He has given first aid at accidents and has applied cardio-pulmonary resuscitation.

"I never really thought about it, but I feel that helping others is part of my civic duty — like repaying a debt for my training," Ralph states on camera.

Not everything on film is platitudes. Ralph speaks his mind on promotions and other problems.

"This is bull about unit vacancies (slots) being open before you can be promoted. I feel that if a person is qualified for the next grade, he should get it. We're losing good people — we've lost top-notch medics — because they can't get promoted. And, there is something wrong when they can come off of the street and have more rank than the people who are busting their backside."

Ralph is speaking of the Civilian Acquired Skills Program which awards rank for civilian education and experience.

A civilian with experience relating to his Army duties is Sergeant First Class Paul Skaggs of Parkside Drive, Baltimore. As meat manager for Brown's Market on Monroe Street, Baltimore, Paul is shown in the movie trimming beef and waiting on customers.

In uniform at Ft. Meade, Paul leads the food service section of the 92nd



SSG Kathy Johnson is a cytology student at the John Hopkins Medical Center, Baltimore. She is also an Army Reserve lab technician for the 92nd Field Hospital.

Field Hospital. Supervising his field kitchen, Paul tells how his two careers complement each other.

"At the market when a customer wants to know how to prepare a roast, I can tell her because I cook for the Army. On the other hand, my unit benefits because I know how to relate the different cuts to each other. I can take an inexpensive piece of meat and still prepare a good meal."

These scenes and dozens more consumed five days shooting in and around Baltimore and Ft. Meade. More than 13,000 feet of film were in the can when the location changed to Columbia, South Carolina. The next week the production concluded in San Francisco, California.

Morgan and Bidus will reduce 30,000 feet of takes to an hour-long rough print. The rough print will be edited to a 20-minute answer print which will eventually become the 720-foot finished product after Department of the Army approval.

"People Like Me" will be distributed early in 1980 and will play an important role in Army Reserve retention and public relations. Ft. Meade and Maryland reservists had a major part in the movie which will be viewed by hundreds of thousands of reservists and private citizens throughout the U.S. during the next year. 🇺🇸

MOS 11H — Heavy

by PFC Jim Frey
PAO, 2d Armored Division
Ft. Hood, TX

"There's a little boom! and whoosh — there it is — you can actually watch the round going downrange, hit the target and explode. Once that round hits the target, you get the feeling that you've done an outstanding job," said Sergeant Mark Armstrong, describing his fascination with firing a TOW missile.

Armstrong, Private (E-2) Jose Borrás and Specialist 4 Reginald Moore of Combat Support Company, 2nd Battalion, 41st Infantry, 2nd Armored Division, all joined the Army in search of adventure, travel and a challenge they couldn't find in civilian life.

Their quest ended with the TOW (Tube launched/Optically Wire guided) missile. As Heavy Anti-Armor Crewmen (Military Occupational Specialty 11H), these soldiers are qualified to operate and fire the TOW missile system, which is an effective, long range weapon used against heavily armored vehicles.

The three soldiers characterized the TOW missile weapons system as challenging and exciting. "I get a feeling of expertise working with the TOW," said Moore, who added that it takes a certain constitution to be a TOW crewman.

"Some people can't fire the TOW accurately. It takes nerve. The system is so sensitive that your heartbeat can effect it," he explained.

Armstrong also enjoys working with the TOW weapons system. "It's a thrill to fire," he said. "Once you pull the trigger you just concentrate on holding your breath and keeping the crosshairs on the target as you're tracking it through the sights."

"It takes a lot of skill, concentration, steadiness and practice. But when that round hits the target, you feel that you've done something that's a real accomplishment. I'm going to reenlist as soon as my term is



A TOW missile crewman, PV2 Kenneth D. Riley, sights in on his target during live-fire exercises.

up for the TOW and make a career in the Army," he said.

Armstrong, a 21-year-old native of Texas City, TX, tried his hand at carpentry and roofing upon graduating high school, but was dissatisfied with the work.

"I found out that it just wasn't for me," he said. "I was bored with the work. I felt I owed my country something and joined the Army for a better job and to see the world."

Borrás and Moore, also high school graduates, expressed similar opinions. "I was working as a technical Mechanic in a factory," said Borrás, a 22-year-old native of Guayama, Puerto Rico. "I became bored with the place. I wanted something different; another job, a chance to travel and to see the United States.

"I also wanted something better for my family," he added. "I have a wife and two small children and I like the medical care that the military provides. It's different in civilian life."

Moore, a 20-year-old native of Memphis, TN, echoed Borrás' sentiments. "I was a foreman in a small diesel engine shop," he said, "but I just wanted to get away to find something different — something that would be a challenge to me."

The three soldiers attended Basic Training and Advanced Individual Training at Ft. Benning, GA., and were then assigned to their first units.

Armstrong shipped out to Germany where he spent three years with the 1st Battalion, 48th Infantry, 3rd Armored Division.

While in Germany, he received a patch for qualifying distinguished in TOW gunnery during a three-day Army Training Evaluation Program. "It took a lot of will, confidence and manpower to get my crew through it," he said. "The patch gives me a lot of pride. I know it was a job well done."

Moore was assigned to the 1st Battalion, 9th Infantry Division, in Korea. He qualified expert in TOW gunnery, and following his 13-month overseas tour he came to Ft. Hood. "The travel is exciting," he said. "I've been able to see new places and I've met all kinds of people since I've enlisted."

Borrás, who also intends to reenlist, came directly to Ft. Hood from AIT, and has set his sights on rating expert for his next qualification. "I qualified first-class at Fort Benning, which is really near to expert, but I want to make expert with the TOW here," he said.

Making expert on TOW gunnery is an achievement that requires skill and practice. The TOW missile system is an integral part of Today's Army and as any Heavy Anti-Armor Crewman can tell you — it's interesting and demanding work. Being one of the best is what Today's Army is all about.



Anti-Armor Crewman

by Lee Dewitt
Ft. Hood Sentinel

The platoon leader gave the OK to "fire when ready." The gunner looked into his sight and spotted the vehicle. His earplugs, which would serve to deaden the sound of the escaping missile, amplified the internal beating of his heart.

His pulse quickened and he breathed more heavily as he carefully aligned the cross hairs on the target. He pulled the trigger, and his armored personnel carrier (APC) shuddered under the thrust of a TOW missile jetting away in a cloud of smoke and a thunderous roar.

The gunner made slight corrections for the shift in weight. Everything was momentarily lost to sight as he peered anxiously into the missile's trailing smoke and heat distortion. It was hundreds of meters down range when he was able to see the target again through the dissipating cloud.

He aligned the cross hairs, concentrated on breathing more slowly, and watched as the flaring tail of the missile glowed back menacingly. A thousand meters.

The missile became smaller and smaller. It was visible only as a red spot against the background of a green countryside. The swoosh of the launch seemed long ago. He became

restless. The scenery distracted him, but he kept the cross hairs on target; 1,900 meters.

The two wires still attached to the missile responded to his movements. He held his breath; 2,300 meters. The pounding of his heart reached a new level of intensity as the missile neared its target; 2,500 meters.

The missile was all but invisible at that distance, but he kept the cross hairs on target. Impact, 2,600 meters. The target vehicle was enveloped in a grey cloud of smoke.

The squad leader and gunner, Specialist 4 Charles E. Saker, Combat Support Company, 1st Battalion, 41st Infantry, 2d Armored Division relaxed and took in a deep breath. A roar went out from the crowd that had watched the firing. Saker and the others in his crew pranced around on their APC and whooped and yelled in excitement. The sound of the impact finally reached their ears, but it could hardly be heard above the boisterous cheering of the soldiers.

"I was positive I was going to hit it," beamed Saker, "but I was concerned about the backblast, since I had never heard it that close before.

"I've never fired a live one before. It's a good feeling to hit it. It's like being out in a war — you do the same in a combat situation."

The TOW and Dragon live fire, which was conducted by the 1st Battalion, 41st Infantry at Blackwell Mountain Range elicited this response from Saker: "It's worth working on a Saturday to come out here and fire. Definitely, no doubt about it."

Saker echoed the opinion of the other gunners when he said: "I want to do it again." Every head in the group of soldiers nodded desirously. The gunners had hit nine out of 10 shots, and the only miss was just shy of the target.

This is the culmination of our TOW and Dragon training, which we have been doing all year," explained Captain Tom Bossler, S-3. "This is the biggie for the gunners.

"We fired 10 live TOW missiles and four inert Dragon missiles this morning. We normally conduct TOW and Dragon tracking sessions in addition to crew drill throughout the month."

When asked if this exercise affected troop morale, he responded enthusiastically, "Oh, definitely, you can see the spirit in the guys. After training for 12 months on the tracking system they are eager to fire a live round.

"What the live-fire exercise really does, other than the morale factor, is to increase the confidence of the gunners in the system they use. They can say, 'I hit that target.'"



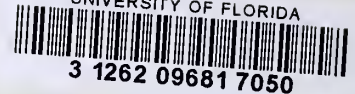
SP4 R. Moore signals his fellow TOW crewman in preparing to fire the TOW missile.



SGT Mark Armstrong directs SP4 Moore to prepare to fire.

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**11H: Heavy Anti-Armor
Weapons Crewman**